

Financial Statements
Uppingham Community College
(A company limited by guarantee)

For the year ended 31 August 2015

Registered number: 07556159

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Uppingham Community College (A company limited by guarantee)

Reference and Administrative Details of the Academy Trust, its Members/ Governors and Advisers

For the year ended 31 August 2015

Members/Governors

Mr G Thompson, Chair Of Governors
Mrs S Allen
Mr S Berridge
Mr M A Deeley, Chair of Finance Committee
Mr A Gilgrist
Mr T Gray
Miss M Jennings
Mr SW Kirk
Mrs B McGregor
Prof P Moody
Ms P Rubinstein
Mrs F Ryan
Mr R Sawyer
Mr H Skannavis
Mrs M Topham
Mrs J Turner, Principal
Mr T Wilks
Mr R Wills
Mrs K Rodgers (appointed 1 November 2014)

Company registered number

07556159

Principal and registered office

London Road
Uppingham
Rutland
LE15 9TJ

Reference and Administrative Details of the Academy Trust, its Members/ Governors and Advisers

For the year ended 31 August 2015

Administrative details (continued)

Company secretary

Mrs J Onn

Senior management team

Mrs J Turner, Principal

Mr D Anderson, Assistant Principal

Mr W Brooks, Assistant Principal

Mrs L Wells, Deputy Principal

Mr M Knight, Director of Specialism

Independent auditor

Grant Thornton UK LLP

Chartered Accountants

Statutory Auditor

Regent House

80 Regent Road

Leicester

LE1 7NH

Bankers

Lloyds Bank plc

263 Uppingham Road

Leicester

LE5 4DG

Solicitors

Stone King LLP

16 St. John's Lane

London

EC1M 4BS

Governors' Report

For the year ended 31 August 2015

The Governors (who are also directors of the charitable company for the purposes of the Companies Act) present their annual report together with the audited financial statements of Uppingham Community College (the Academy Trust) for the year ended 31 August 2015. The Governors confirm that the Annual report and financial statements of the Academy Trust comply with the current statutory requirements, the requirements of the Academy Trust's governing document and the provisions of the Statement of Recommended Practice (SORP) "Accounting and Reporting by Charities" issued in March 2005. The annual report serves the purposes of both a trustees' report and a directors' report under company law.

The trust operates an academy for pupils aged 11-16 serving a catchment area including south west Rutland, some of eastern Leicestershire and north western Northamptonshire. The academy has a capacity of 915 pupils and a roll of 887 in the school census of January 2015.

Structure, governance and management

Constitution

The Academy Trust is a company limited by guarantee with no share capital and an exempt charity. The charitable company's memorandum and articles of association are the primary governing documents of the Academy Trust.

The Governors act as the trustees for the charitable activities of Uppingham Community College and are also the directors of the charitable company for the purposes of company law. The charitable company is known as Uppingham Community College.

Details of the Governors 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 charitable company in the event of it being wound up while they are a member, or within one year after they cease to be a member, such amount as may be required, not exceeding £10, for the debts and liabilities contracted before they ceased to be a member.

Governors' indemnities

The Academy Trust provides indemnity insurance to cover the liability of Governors which by virtue of any rule of law would otherwise attach to them in respect of any negligence, default, 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 Governors knew to be a breach of trust or breach of duty or which was committed by the Governors in reckless disregard of 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 Governors in their capacity as Governors.

Governors' Report (continued)

For the year ended 31 August 2015

Method of recruitment and appointment or election of Governors

The Governing Body comprises around 20 Governors, including the Principal as an Ex Officio Governor. Broadly, 50% are elected (up to seven Parent Governors and three Staff Governors) and 50% are appointed (maximum of 12). Two Governors can be co-opted.

Each Governor is entitled to be a Member of the Academy Trust, although this is not a requirement. All current Governors have opted to do so.

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 Academy Trust shall have the following Governors:

- Up to 12 appointed Governors
- The Principal
- Up to three Staff Governors
- Not less than two Parent Governors
- Up to two Co opted Governors

Governors shall be appointed or elected, as the case may be, under the Articles of Association.

The Members may appoint Staff Governors through such process as they may determine, provided that the total number of Governors (including the Principal) who are employees of the Academy Trust does not exceed one third of the total number of Governors.

The Parent Governors shall be elected by parents of registered pupils at the College. A Parent Governor must be a parent of a pupil at the College at the time when they are elected. Any election of Parent Governors which is contested shall be held by secret ballot.

The number of Parent Governors required shall be made up by Parent Governors appointed by the Governing Body if the number of parents standing for election is less than the number of vacancies.

The Secretary of State may appoint Additional Governors. The Secretary of State may also appoint such Further Governors as he thinks fit if a Special Measures Termination Event (as defined in the Funding Agreement) occurs in respect of the College.

The term of office for any Governor shall be four years, save that:

- This time limit shall not apply to the Principal
- A Staff Governor shall only hold office for so long as he continues to be employed by the College.
- The term of office may be shorter than four years if so resolved by the Members on appointing a Governor.
- Subject to remaining eligible to be a particular type of Governor, any Governor may be re appointed or re elected.

Governors' Report (continued)

For the year ended 31 August 2015

Policies and procedures adopted for the induction and training of Governors

Candidates for the position of Governor are interviewed by the Chair of Governors to outline the commitment and accountability of the role. Newly appointed Governors then attend every sub committee for one year in an observer capacity before deciding on the most relevant sub committee(s) for them to join on a regular basis. All newly appointed Governors are given a full DBS clearance and every Governor is linked to a specific curriculum area or specialism within the College. Governor visits to those areas are reported back to the appropriate sub committee using a standard template.

Governors receive safeguarding and child protection training from EPM (the College HR advisors) and the College Designated Child Protection Officer. The Governors hold three training sessions per year, using external agencies such as CfBT or our legal advisors Stone King. The Chair of Governors attends any relevant Schools and Colleges Briefing initiated by the Local Authority, with whom we retain a positive working relationship.

Governors also take part in activities such as school trips, success assemblies and musical events, as well as attending more formal events such as Presentation and Open Evenings. Governors have a presence at Parents Evenings and also maintain parent/Governor relationships through 'Parent Forums'.

Organisational structure

The business of the Academy Trust is managed by the Governors who may exercise all the powers of the Academy Trust. In the exercise of their powers and functions, the Governors may consider any advice given by the Principal and any other executive officer.

The Governing Body may delegate to any Governor, committee, the Principal or any other holder of an executive office, such of their powers or functions as they consider desirable to be exercised by them.

The Governors appoint the Principal. The Governors may delegate such powers and functions as they consider are required by the Principal for the internal organisation, management and control of the Academy (including the implementation of all policies approved by the Governors and for the direction of the teaching and curriculum at the Academy). The Principal is the Accounting Officer.

The work of the Governing Body is facilitated through Full Governing Body Meetings, various Committees, plus Special Area and Curriculum Links. Governors are also involved in other day to day activities in support of the Principal and Staff as required.

The Academy Trust holds an Annual General Meeting each year and at least three Full Governor Meetings per year. The committees include: Personnel Committee; Education Committee; Finance & Premises Committee; Community & Partnership and Strategic Fund Raising Committee.

The establishment, terms of reference, constitution and membership of any committee of the Governors is reviewed at least once in every twelve months. The membership of any committee of the Governors may include persons who are not Governors, provided that a majority of members of any such committee shall be Governors.

Governors' Report (continued)

For the year ended 31 August 2015

Connected organisations, including related party relationships

Upstarts Nursery and Pre school

The early years setting is registered for 32 children across the setting with 12 places being designated to the baby room. The number can increase to 48 per session with the addition of a before and after school provision.

There are currently 40 children on roll and a further eight on the waiting list for the baby room. The before and after school provision has 28 children on roll.

There are 10 staff contracted to work in the nursery including an apprentice. In addition there is one member of staff and two additional staff working in the before and after school provision which is preparing to move off site to a town centre setting in the next financial year.

The Nursery Manager is qualified to degree level with one staff member at level 4 and another working towards that qualification. Four members of staff are at level 3, including the Deputy Manager, one member of staff is level 2 and our apprentice is working towards this. All other staff are experienced, although currently unqualified.

Uppingham Family of Schools

The academy is a member of the UFS Partnership. The partnership was created to provide a collaborative resource and development group, building on existing strengths as a family of schools and developing secondary and primary school links as a cohesive educational community. The Partnership comprises Uppingham Community College, and the primary schools of Billesdon, Brighthurst, Church Langton, Cottingham, Edith Weston, Hallaton, Leighfield, Oakham C of E, St Mary & St John CEVA, Tugby and Uppingham C of E. This has changed focus somewhat due to the academisation of a number of the schools but still meets four times per year to arrange collaborative ventures.

Rutland Teaching Alliance

The academy is a partner in the RTA and as such is heavily involved in delivering the School Direct Programme delivering training to teachers across both the primary and secondary sector within and beyond Rutland. A number of staff members from the academy are enrolled on, or have already completed, the National Professional Qualification for Middle Leaders (NPQML), the Outstanding Teacher course and Higher Level Teaching Assistant (HLTA) accreditation.

Harington School

The academy is a co-sponsor, along with Catmose College and Oakham School, of this sixth form provision based in Oakham – a free school which opened in August 2015.

Risk management

The Governors are aware of the major risks to which the Academy Trust is exposed, particularly via regular reports from the Finance and Premises Committee. Systems and procedures have been established to manage those risks. To reduce financial risks, the Academy has a Responsible Officer to oversee the application of its Financial Regulations, which are clearly documented and regularly reviewed.

Principal activities

The broad object of the Academy Trust is to advance education for the public benefit by establishing, maintaining, managing and developing a school which offers a broad and balanced curriculum. The Academy Trust is also bound to comply with the Companies Act 2006 in the pursuit of this object.

Governors' Report (continued)

For the year ended 31 August 2015

As a College and Specialist Technology Academy, we have greater freedom, scope, and flexibility to deliver the very best education and development that we can for our students and are accountable for doing so within a legal framework.

The role of the Board of Governors is to support, challenge and be a 'critical friend' in relation to the work and future development of the College and the wider community. Good governance requires involvement in strategy and policy development; ensures sound personnel and financial management; measures performance and supports the pursuit of challenging medium and short term goals.

The Board of Governors seeks to recruit new members to represent the interests of the people and groups involved with and affected by the activities of the College – pupils, parents, staff and the community. In nominating and appointing trustees ("the Governors"), the Board of Trustees ("the Governing Body") seeks to add to the skills and experience present and to better engage with the outside world.

Objectives and Activities

Objects and aims

According to the Articles of Association, the Academy Trust's object is specifically restricted to the following: 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.

Objectives, strategies and activities

We are very proud of our College's history and heritage, yet we recognise that we live and work in a modern, technological society. We believe strongly in a comprehensive ethos; promoting equal opportunities for all with a clear focus on the individual – recognising achievement and celebrating success. Independence of thought and creativity are encouraged, thus valuing initiative and enterprise. We have an established ethos of mutual respect between all members of the school community and maintain high expectations of conduct and behaviour.

We are committed to the highest standards of education for all our students and have invested in staff, facilities and resources to ensure that they acquire the high level of skills needed to be successful in an increasingly technological world.

We offer a broad and balanced curriculum which meets the needs of each individual and use a variety of learning styles to enable them to acquire the knowledge, skills and understanding which will allow them to develop into the citizens of tomorrow.

Uppingham Community College puts the student at the heart of everything we do. We provide a well rounded, holistic and happy environment in which they prosper and thrive.

Governors' Report (continued)

For the year ended 31 August 2015

Our mission is:

- To create a happy, secure and stimulating environment in which the needs of all members of the school community are met, potential and capabilities being recognised and developed to the full;
- To provide an innovative and varied education, which encourages all students to be well motivated and independent learners;
- To promote excellence in learning and teaching with all staff and students working together to support enjoyment and success in lifelong learning;
- To create an ethos of mutual respect in which all people are valued equally;
- To equip students with the skills and values to be responsible citizens of the future.

At Uppingham Community College we believe in:

- Mutual respect between all members of the College community;
- Celebrating success;
- Clear, consistent and appropriate strategies to promote positive behaviour;
- Appreciation of diversity and individuality;
- Well motivated, ambitious and independent learners;
- Social, moral and environmental responsibility;
- The College specialism embedded in all aspects of school life.

Our strategic aims were to develop excellence and innovation across the College, to ensure that:

- All students are empowered to reach their potential;
- The curriculum provides breadth, balance and opportunity;
- Excellent practice in teaching and learning is widespread;
- Staff Continuing Professional Development (CPD) develops and supports capacity;
- Enhanced accommodation, access and resources provides optimum learning opportunities;
- The College specialism is embedded in all areas.

Our strategic aims for 2014-15 were:

- Move from Good to Outstanding
- Post 2015 Curriculum Plan in place
- 'Art of Brilliance' ethos established
- Financial stability in place
- Harington School pre-opening implemented

These stated aims were achieved in the following ways:

- Consolidation of systems to track, monitor and evaluate Special Educational Needs (SEN), Free School Meals (FSM), Looked After Children (LAC) and Forces pupil premium intervention developing a more consistent and rigorous framework for communication and behaviour management.
- Target setting for Key Stage 4 now by percentage of cohort based on Fischer Family Trust (FFT) D and three levels of progress for English and Maths and targets for Key Stage 3 based on FFT D flight paths but moderated by reading and MIDYIS scores.
- Focused role of tutors and Heads of Year in target setting and monitoring. Increased delivery time for Maths and English in curriculum due to subject content and syllabus changes.
- Appropriate in house alternative provision for disengaged students piloted through the Inclusion Department.

Governors' Report (continued)

For the year ended 31 August 2015

- Teaching and Learning focus group regularly implemented innovations and sharing good practice including a Maths and Computing Teachmeet for regional colleagues.
- Very successful Action Research programme with all staff engaged, producing a number of useful outcomes for implementation in the classroom.
- Departmental monitoring and evaluation regularly evidenced and trustee visits focussed on teaching and learning.
- Consistent data analysis of teaching and learning from Senior Leadership, Heads of Department and Heads of Year.
- Accessibility of information systems for parents improved and project undertaken with Bristol University to pilot the use of text messages for homework and text prompts to parents.
- Internal assessment and progress level tracking systems created for Year 7 for 2015-16 have taken account of levels removal.
- Clear link between staff development, College Development Plan, appraisal and performance evidenced through Blue Sky monitoring system. The first wave of performance related pay was completed with clarification of lesson observation procedures and a sharpened focus on key areas to help enhance lessons towards outstanding. The revised departmental review process was completed and all areas had a maintained focus on marking policy from Heads of Department and Heads of Year.
- Links established with Rutland/partner schools to share good practice at all key stages with transitional work in at least three departments.
- Number of staff completed the Outstanding Teacher CPD programme as well as NPQML, both of these through partnership with RTA. Three successful School Direct placements were undertaken in IT, PE and Drama.
- Whole staff training undertaken for 'Art of Brilliance' to give a collective boost at the start of 2014/15. Year 7 received the programme with the roll out to the rest of the pupils completed by term 3.
- New school day structure introduced at the start of 2015-16 following lengthy consultation and planning during 2014-15.
- Sponsorship of Harington School resulted in its enrolment of students on time for August 2015 opening.

The strategic objectives for 2015-16 are:

All Teaching/Learning to be consistently Good/Outstanding.

Behaviour and behaviour management systems to be learning focused.

Progress at each Key Stage to be tracked, with appropriate intervention and impact evaluation.

Resource management systems streamlined

College day ethos established.

New Curricula implemented.

Governors' Report (continued)

For the year ended 31 August 2015

Public benefit

In setting our objectives and planning our activities our Governors have given careful consideration to the Charity Commission's general guidance on public benefit and in particular to its supplementary public benefit guidance on advancing education.

We are an equal opportunity organisation and are committed to a working environment that is free from any form of discrimination on the grounds of colour, race, ethnicity, religion, sex, sexual orientation or disability. We will make reasonable adjustments to meet the needs of staff or pupils who are, or become disabled.

Uppingham Community College is committed to safeguarding and promoting the welfare of our pupils and expects all staff and volunteers to share this commitment.

Parents are given regular information about their children's social and academic progress through parent evenings in addition to written reports. We maintain regular contact with parents throughout the year via informal contacts and through our newsletters.

Strategic report

Achievements and performance

Achievements and Performances

GCSE Results 2015

The academy are delighted with the exceptional achievements of students in their GCSE exam results. Grades are up again in many areas with significant successes for a number of students and the academy remains above the national average in all measures and subjects.

There is a commitment to maintain a curriculum wherein the majority of students follow an academic route of gold standard GCSE courses to ensure progression post 16 and also post 18. No student is encouraged to undertake unnecessary qualifications that they neither need nor want to inflate league table figures.

This gold standard is borne out by the English Baccalaureate score of 33% which is significantly above the national average, and 79% of Year 11 gained five or more A-C GCSEs, 68% including English and Maths. There were significant successes for a number of students. Kit Chan, Lucy Collins, Amy Hall, Scarlett Kennedy, Alex Mapletoft, Tala Martelli, Hannah Rhodes, Lizzie Waring and Angela Wilson all gained an impressive 10 or more A*/A grades. Tom Beach, Daniel Bennett, Felix Bluche, Jonathan Collins, Joely Donmall, Rebecca Haley, Rhys Hill, Lizzie Hulse, Karalaini Kataiwai, Lucy Mann, Charlie Middleton, Anna Sedgwick, Amy Shorley, Erin Smith, Sam Thompson and Zelna Weich all gained 7 or more A*/A grades. 25% of the students gained at least 3 or more A*/A grades and over 50% of students gained at least 1 A*. The Maths department are delighted with their fantastic 84% A*-C and most other subjects have seen an increase upon last year's results.

100% of the students who took vocational courses on day release at local colleges also passed their exams. These students had personalised programmes of study to create a more appropriate curriculum. The benchmark measures are:

GCSE Grades as a percentage of examination entries are as follows (vocational qualifications are not included in these figures):

Governors' Report (continued)

For the year ended 31 August 2015

	A*	A	B	C	D	E	F	G	U	X
2015	8.1	16.2	26.8	31.0	11.4	4.6	1.4	0.4	0.2	0.0
2014	5.6	17.8	28.7	29.0	13.0	3.9	1.3	0.6	0.2	0.0
2013	6.9	15.2	28.2	27.2	12.5	6.2	1.6	0.9	1.2	0.0

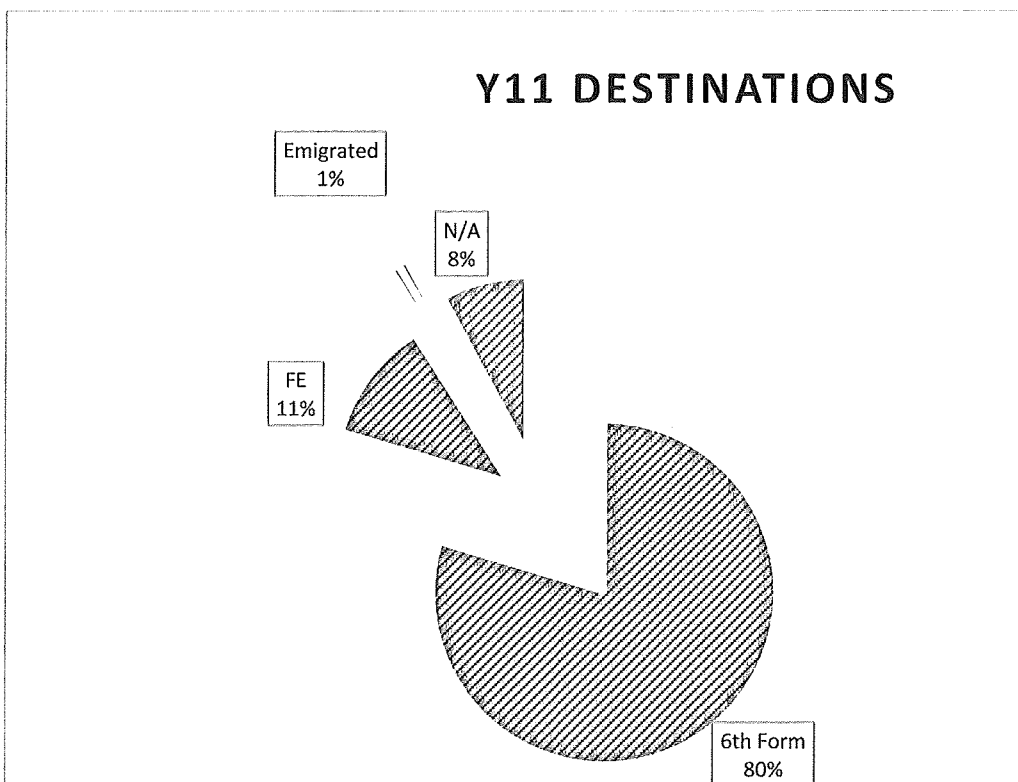
Group	Total No of Pupils	Authorised Absences			Unauthorised Absences		
		No of pupils	% of pupils	% of sessions	No of pupils	% of pupils	% of sessions
Year 7	210	179	85.2	3.2	57	27.1	0.3
Year 8	182	169	92.9	3.8	54	29.7	0.7
Year 9	157	146	93.0	3.8	53	33.8	0.6
Year 10	182	167	91.8	3.5	64	35.2	1.1
Year 11	178	160	89.9	2.7	99	55.6	1.1
Totals	909	821	90.6	3.4	327	36.3	0.8

Permanent exclusions 2

These figures indicate that attendance has been maintained at a high level of 95.9% overall. Authorised absence is where students do not attend for a genuine reason such as illness, funeral, hospital appointments, music examination, etc. An absence is deemed unauthorised where a note is not provided or where the reason given is not acceptable. The academy strongly discourages absence for holidays within term time and there are very few cases where students are missing through truanting.

Governors' Report (continued)

For the year ended 31 August 2015



The chart shows that a large percentage of students continued their education and 91% of students progressed on to courses at either 6th form or further education institutions. 8% were still investigating the next stage of their education. The academy aims to provide students with sound knowledge and advice in choosing their future courses and strives to improve links with all 16+ institutions so that students can make informed choices.

The academy feeder schools are Bringhurst, Edith Weston, Gretton, Hallaton, Leighfield, St Mary & St John CEVA, Tugby and Uppingham C of E Primary Schools. Church Langton, Cottingham and Billesdon pupils are also given catchment status although free transport is not available as there are other schools geographically closer to these locations.

Staff turnover is relatively low as we have a stable staff base. We have experienced significant turbulence in English this year due to maternity leave and staff illness. Three full time teaching staff joined the academy at the start of 2015/16 along with four School Direct placements and three new support staff.

Student Achievements 2014/15

This section highlights some of the successes and events in which students participated over the last year.

Performing Arts

The Arts continue to flourish with many trips to performances and opportunities to become involved in activities. There were a number of theatre trips and GCSE students again worked with Frantic Assembly, a physical style theatre company, to develop and devise performances.

Youf Artz is a thriving community drama group with very successful productions and UCCJSB is a jazz and soul band sponsored by the academy with both of these running as part of our community outreach programme. In music, the Concert Band continues to perform regularly and other groups have included recorders, saxophones, flute and choir ensembles. These groups have gained an excellent reputation with performances within the

Governors' Report (continued)

For the year ended 31 August 2015

academy and appearances at outside venues.

There was a Celebration of Christmas in the local church with music and readings and the academy again hosted a music festival for all of the contributory primary schools in the area involving over 150 children.

Many students took the Associated Board Instrumental Examinations again this year. The academy acts as a centre so that students can undertake their exams here. Students from grade 1 to grade 8 have taken their exams during the year.

The academy has experienced national and international success in IT developments under the supervision of Mr Chambers. Mr Chambers himself won a Silver award in the National Teacher of the Year competition and a BAFTA for inspirational teaching in IT. The Design Technology department won a Good Schools Guide award for best performance in England for boys' achievement in DT.

The 'Cookie Club' is a monthly opportunity for students to expand their minds. Topics have included 'Nanotechnology', 'How to be a Rocket Scientist' 'Archaeology', a session with a Michelin Star chef and a workshop with Ted Baker's Head of Footwear Design.

The academy has been an International School for over 10 years and has been reaccredited for the award with very positive feedback. This involves participation in many activities such as the European Day of Languages, Year 9 French Exchanges with Lycées at College, Gildas de Bois, the Year 10 work experience in Germany and the Year 8 gifted and talented multi-cultural day. Year 11 students participated in a Spanish exchange programme and the successful Connecting Classrooms Project continues to provide links to Huarun School in Szechuan. A two year assessment project has been completed involving the schools, education department and universities in Rutland and Granada, Spain and this has culminated with a practical handbook for teachers and teacher training institutions in both counties as well as an interactive website for teaching resources.

Sporting/Outdoor Activities

The highly successful and enjoyable sporting exchange with Don Bosco, Haacht School in Belgium (the only one of its kind in the country) has reached the 42nd anniversary.

Many Year 10 students continue to develop their organisational, communication and leadership skills during their designated PE curriculum time working towards achieving the Junior Sports Leaders UK Level 1 award and have made great progress in developing their confidence and ability to plan activities and lead small groups. A number of girls have achieved their Dance Leaders Award. There were also a selection of voluntary courses including football, tennis, cricket and cycling leaders qualifications. Oakham Rugby Club, Rutland Rockets Netball Club, Rutland Handball Club, Oakham Tennis Club, Rutland Sailing Club, Uppingham Cricket Club and Frisby Fencers have all run after school sessions during the year and there have been visits from inspiring athletes along with the revival of the academy equestrian team.

There have been individual and team successes in sports generally. Teams took part in many matches and championships in a wide range of sports including football, rugby, basketball, badminton, netball, tennis, cricket, athletics and hockey. The Year 10 boys football team won their league for the third year running and the Year 9 girls futsal team won their local tournament. The academy was second in the Melton and Rutland Schools Varsity Cup which was the culmination of 57 different competitions. Dance students again took part in the Rutland Spotlight on Dance held in Uppingham. There are sporting fixtures taking place all through the academic year and students have also had the opportunity to engage in volleyball, handball, golf, squash and dodgeball.

The Duke of Edinburgh's Award Scheme is now accessible to more students and becoming increasingly popular. The academy is a licensed centre with a centre manager and there are students working towards both bronze and silver awards.

Governors' Report (continued)

For the year ended 31 August 2015

The academy Rutland Racing team took part in the Greenpower Formula 24 electric car racing event at Rockingham and achieved a best ever distance of seventy five miles. They were in the top 10 at one point!

Teddy Wilson in Year 10 is UK Karting Champion.

General

The successful house system continued to develop along with further Student Council and Student Voice activities. House Captains are encouraged to be proactive in fostering their house ethos including competitions and charity fund raising. Whole academy charity fund raising events included Children in Need, Comic Relief, The Mamelodi Trust, Jeans for Genes, various cancer charities and the Lincolnshire Air Ambulance. Over £3,500 has been donated to various organisations. There were activities during Anti-Bullying Week and students embrace many causes such as Epilepsy, Prostate Cancer, Help for Heroes, Stardust Foundation, Matt Hanson and Water Aid.

Year 11 history students visited historical sites in Berlin and a group of students and staff enjoyed a skiing trip during the February holiday. Various day trip experiences took place though the year including Year 7 trips to Kenilworth Castle and Twycross Zoo, Year 8 trips to the Natural History and Black Country Museums, Year 9 industry visits and Year 10 university visits. GCSE trips took place to Norfolk, Botanic Gardens in Cambridge and Denby Pottery. There were also two activity days at the end of the summer term offering a variety of opportunities including a day trip to France and Year 9 multicultural day.

Following successful GCSE results, ex Year 11 students attended the Presentation Evening in November 2014 to collect their certificates and receive awards presented by Miles Williamson-Noble, the High Sheriff of Rutland. These students progressed to a wide range of post 16 establishments and a significant number will progress further to university including Oxford and Cambridge. Further student achievements are publicised in our newsletters which are available on our website.

Key financial performance indicators

Financial Review

The Academy Trust held fund balances at 31 August 2015 of £5,887,632 (2014: £6,230,212), comprising: restricted funds of £Nil (2014: £108,154); fixed asset reserves of £7,048,339 (2014: £6,981,711); a pension reserve deficit of £1,632,000 (2014: £1,458,000); and unrestricted funds of £471,293 (2014: £598,347).

The in year deficit on restricted funds for 2014/15 and reduction of unrestricted funds in the same year has been brought about by increased pupil numbers not resulting in increased funding until 2015/16 along with the College funding parts of the capital developments from existing funds. £1.6m is LGPS liability, the costs of which would not be incurred by us at any one time and £7m fixed assets is buildings and other fixed assets so is not available as cash.

The majority of the Trust's income is obtained from the DfE in the form of recurrent grants, the use of which is restricted to particular purposes. The grants from the DfE during the year ended 31 August 2015 and the associated expenditure are shown as restricted funds in the Statement of Financial Activities.

During the year ended 31 August 2015, the excess of expenditure over income for the year was £342,580 (2014: £8,588).

The main financial performance indicator is the level of reserves held at the Balance Sheet date, in particular the management of spending against General Annual Grant (GAG) requires special attention as the amount of carry forward, although not restricted, is carefully managed. In the period under review, no GAG funding was carried forward.

Governors' Report (continued)

For the year ended 31 August 2015

A further key performance indicator is staffing costs as a percentage of GAG. For the year to 31 August 2015 this was 96% (2014: 94.4%) and this will be monitored in future periods.

The Academy Trust's support staff are entitled to membership of the Local Government Pension Scheme. The Trust's share of the Scheme's assets is currently assessed to be less than its liabilities in the Scheme and consequently the Academy balance sheet shows a net liability of £1,632,000.

The adverse impact of the national funding formula continues to reduce grant funding as protections are removed but additional pressures are also coming from increased staffing costs following employers pension contribution increases and the increased employers national insurance contribution.

Going concern

After making appropriate enquiries, the Governing Body 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 Accounting Policies.

Financial review

Reserves policy

Subject to DfE constraints on permitted balances, the Academy Trust's policy is to carry forward a prudent level of resources. Due to uncertainty of future funding along with outline plans for capital investment, this situation will be kept under review. The Academy Trust's reserves are reviewed regularly and are considered to be sufficient for current requirements.

The academy's current level of free reserves is £471,293, which is sufficient for the needs of the school.

Investment policy

The Academy Trust operates an investment policy that seeks to maximize returns, minimize risk and maintain flexibility and access to funds. Current funds are held on deposit.

Principal risks and uncertainties

The trustees review key risks as highlighted by the risk management process. The main areas of concern presently are the uncertainty of funding forecasts and increasing staffing oncosts both of which are outside of trust control.

Plans for future periods

Future developments

The Academy Trust will continue to work to raise both the aspirations and outcomes of all its students at whatever age, closing gaps between the performances of different groups, where this is needed, and ensuring they are able to proceed successfully to the next stage of their education.

Governors' Report (continued)

For the year ended 31 August 2015

Disclosure of information to auditor

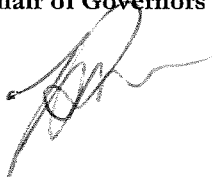
Each of the persons who are Governors at the time when this Governors' report is approved has confirmed that:

- so far as each Governor is aware, there is no relevant audit information of which the charitable company's auditor is unaware, and
- that Governors have taken all the steps that ought to have been taken as a Governor in order to be aware of any information needed by the charitable company's auditor in connection with preparing its report and to establish that the charitable company's auditor is aware of that information.

The audit contract was put out to tender during the financial year and Grant Thornton were re-appointed to the post.

This report, incorporating the Strategic report, was approved by order of the Governing Body, as the company directors, on 8 December 2015 and signed on the board's behalf by:

G Thompson
Chair of Governors



Governance Statement

Scope of Responsibility

As accounting officer, we acknowledge we have overall responsibility for ensuring that Uppingham Community College (A company limited by guarantee) 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 Governing Body has delegated the day-to-day responsibility to the Principal, as accounting officer, for ensuring financial controls conform with the requirements of both propriety and good financial management and in accordance with the requirements and responsibilities assigned to it in the funding agreement between Uppingham Community College (A company limited by guarantee) and the Secretary of State for Education. They are also responsible for reporting to the Governing Body any material weaknesses or breakdowns in internal control.

Governance

The information on governance included here supplements that described in the Governors' report and in the Governors' responsibilities statement. The Governing Body has formally met 4 times during the year. Attendance during the year at meetings of the Governing Body was as follows:

Governor	Meetings attended	Out of a possible
Mr G Thompson	3	4
Mrs S Allen	4	4
Mr S Berridge	4	4
Mr M A Deeley, Chair of Finance Committee	4	4
Mr A Gilgrist	4	4
Mr T Gray	2	4
Miss M Jennings	3	4
Mr SW Kirk	3	4
Mrs B McGregor	4	4
Prof P Moody	3	4
Ms P Rubinstein	4	4
Mrs F Ryan	2	4
Mr R Sawyer	3	4
Mr H Skannavis	2	4
Mrs M Topham	3	4
Mrs J Turner, Principal	4	4
Mr T Wilks	4	4
Mr R Wills	2	4
Mrs K Rodgers (appointed 1 November 2014)	3	4

A new staff trustee was appointed during the year.

Key Changes/Challenges

- Implementation of the new approach to pay policy in education
- Implementing changes in the school day
- Restructuring of the senior management team to improve "business continuity", career development and overall effectiveness
- Implementing unbalanced years groups to maximise overall student numbers and prevent financial shortfalls
- Further tightened cost controls to prevent financial shortfalls
- Continuing to fund and drive site improvements in Maths, Sports and Science facilities simultaneously with cost constraints in other areas