

Company Registration Number: 06308595 (England and Wales)

THE BASILDON ACADEMIES
(A Company Limited by Guarantee)

ANNUAL REPORT AND FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 AUGUST 2018

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REFERENCE AND ADMINISTRATIVE DETAILS
FOR THE YEAR ENDED 31 AUGUST 2018

Members	M. Turner N. Luckock Cllr. K. Bobbin
Trustees	M. Turner N. Luckock ¹ L. Livermore, Chair ¹ M. Logan ¹ Members of the Staffing Committee All Trustees are members of the finance committee
Company registered number	06308595
Company name	The Basildon Academies
Principal and registered office	Wickford Avenue Pitsea Basildon Essex SS13 3HL
Company secretary	Neptune Secretaries Limited Jessop House Cheltenham, Gloucestershire GL503WG
Clerk to the Governing Body	G. Slide
Executive leadership team	L. Livermore, Chair G. Smith, Headteacher T. Darker, Director of Finance and Operations
Independent auditors	Moore Stephens LLP Chartered Accountants Statutory Auditor 150 Aldersgate Street London EC1A 4AB
Bankers	Lloyds High Road Basildon SS13 3AR

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TRUSTEES' REPORT
FOR THE YEAR ENDED 31 AUGUST 2018

The trustees present their annual report together with the financial statements and auditor's report of the charitable company for the 1 September 2017 to 31 August 2018. The Annual Report serves the purposes of both a Trustees' Report, and a Directors' report under company law.

Structure, governance and management

● **Constitution**

The Academy Trust is a company limited by guarantee and an exempt charity. The Charitable Company's Memorandum and Articles of Association are the primary governing documents of the Academy Trust. The trustees of The Basildon Academies are also the directors of the Charitable Company for the purposes of company law. The Charitable Company is known as The Basildon Academies.

Details of the trustees who served during the year 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.

● **Trustees' indemnities**

The Academy's insurers indemnify against any claims in respect of any civil liability and which arises out of the conduct of the insured in their personal capacity as a Director, Governor, Trustee or Officer of the Academy.

● **Method of recruitment and appointment or election of Trustees**

The number of directors shall be not less than one but unless otherwise determined by ordinary resolution shall not be subject to any maximum.

The Academy can have the following directors:

- up to 12 Sponsor Directors
- up to eight Academy Directors
- any Parent Directors
- any DCSF Directors
- Any additional Directors

The Principal Sponsor can appoint up to 12 Directors and the Secretary of State may appoint one Director.

The term of office for any Director other than the Principal Sponsor shall be 3 years. Subject to remaining eligible to be a Director under the Articles, any Director may be re appointed.

● **Policies and procedures adopted for the induction and training of Trustees**

The training and induction provided for new Directors and Governors will depend on their existing experience.

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TRUSTEES' REPORT (continued)
FOR THE YEAR ENDED 31 AUGUST 2018

Where necessary, induction will provide training on charity and educational, legal and financial matters. All new Directors and Governors will be given a tour of the Academy and the chance to meet with staff and students. All new appointees are provided with copies of policies, procedures, minutes, accounts, budgets, plans and other documents as appropriate to undertake their role.

● **Organisational structure**

The Directors under the Articles of Association have appointed a Governing Committee to be responsible for the statutory and constitutional affairs of the Charitable Company and the management of the Academy.

The committee can have a maximum of 15 members which include:

- the Executive Principal of the Academy;
- one elected parent/guardian of a pupil at the Academy;
- one elected non teaching staff member employed at the Academy;
- one elected teacher member employed at the Academy;
- one person appointed by the appropriate Local Authority; and
- such other members as the Directors decide.

The Governing Body meets regularly and is advised by a range of sub committees which includes the Staffing and Finance Committees.

The structure consists of the Directors, the Governing Body, The Executive Leadership Team and The Senior Leadership Team. The aim of the management structure is to devolve responsibility and encourage involvement in decision making at all levels.

The Directors and Governors are responsible for setting general policy, adopting an annual plan and budget, monitoring the Academy by the use of budgets and making major decisions about the direction of the Academy, capital expenditure and senior staff appointments.

The Executive Leadership Team includes the Chair, Headteacher, and the Director of Finance and Operations. These managers control the Academy at an executive level implementing the policies laid down by the Governors and reporting back to them. As a group, the Executive Leadership Team is responsible for the authorisation of spending within agreed budgets and the appointment of staff, though appointment for posts in the Executive Leadership Team always contain a Governor. Some spending control is devolved to other management including Directors, Faculty Heads and in some cases specialist teachers with responsibilities.

Both Academies have the same Executive Leadership Team. Each Academy has a Deputy Head led by the Head Teacher is a member of the Executive Leadership Team. These managers are responsible for the day to day operation of the Academy, in particular organising the teaching staff, facilities and students.

● **Pay policy for key management personnel**

The Governing Body has established a pay policy that specifies the pay scales for its Head Teacher and the Senior Leadership Team. The Pay Policy is reviewed annually and agreed by the Governing Body.

All pay decisions are made in relation to annual Performance Management reviews. Performance Management reviews are carried out by Line Managers and signed off by the Headteacher. Any pay increase as a result of successful performance management is signed off by the Chair of Governors. Trustees are not paid for their roles within the academy.

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TRUSTEES' REPORT (continued)
FOR THE YEAR ENDED 31 AUGUST 2018

- **Trade union facility time**

The Academy had no relevant union officials during the reporting period, and accordingly the disclosure required under the Trade Union (Facility Time Publication Requirements) Regulations 2017 is nil.

- **Connected organisations, including related party relationships**

The Stanton Lane Educational Trust is the principal sponsor. Trustees of that Trust are M. Turner and N Luckock. As the Academy's founding sponsor it has provided voluntary advisory support and guidance to the Academy.

Objectives and Activities

- **Objects and aims**

The objects of the Charity are to promote and to provide for the advancement and education of children.

The main objective of The Basildon Academies during the year ended 31 August 2018 is to provide an inclusive environment that is built around trust, openness, secure relationships, positive behaviours and effective partnership working to enable all students to meet their potential that will equip these students with the skills, attitudes and knowledge so that they can progress into employment, further training or higher education, helping them to achieve more than they thought possible.

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TRUSTEES' REPORT (continued)
FOR THE YEAR ENDED 31 AUGUST 2018

The current priorities for the Academy during the year ended 31 August 2018 are unchanged and are summarised below:

- To ensure that each pupil enjoys the same excellent education in terms of resourcing, tuition and care;
- To raise the standard of educational achievement of all pupils;
- To improve the effectiveness of the Academy by keeping the curriculum and organisational structure under continual review;
- To provide value for money for the funds expended;
- To comply with all appropriate statutory and curriculum requirements;
- To maintain close links with primary schools, industry and commerce;
- To conduct the Academy's business in accordance with the highest standards of integrity, probity and openness.

● **Objectives, strategies and activities**

The Basildon Academies' strategy is encompassed in its aims and objectives stated above. To this end it recognises the need to be innovative and challenging in the approach to:

- the subdivision of the two Academies' populations by age range (11-14 and 14-19);
- the grouping of students;
- the organisation, management and governance of the Academies;
- the building design and organisation of the learning environments;
- the organisation, management and development of staff;
- the delivery of services that support individual pupils and families;
- the way business is engaged, and how the two Academies can impact on the prosperity, effectiveness and development of the local community and future business;
- the celebrating of success, the setting of targets and the robust monitoring of performance.

The Academies aim is to continue to provide high quality learning to enable students to fulfil their potential by providing a balanced curriculum to provide high education standards. This has been the continued aim of the academy during year ending 31 August 2018 to maintain such changes whilst dealing with the significant challenges following the changes in education policy and funding.

● **Public benefit**

The Directors acknowledge the duty to have due regard to the Charity Commission's published general and relevant sub sector guidance on public benefit. We have referred to this guidance when reviewing our aims, strategy and in planning future activities. All activities undertaken by the Academy are for the public benefit.

The Academy is specifically restricted to advance, for the public benefit, education in the United Kingdom and reports annually on the way in which it has successfully delivered in this regard.

The Academy serves the local community by providing resources and facilities for all people for a range of ages. Activities provided through the letting of the facilities are exercise classes, swimming lessons, football, netball and a range of other activities that can be accessed by the local community.

● **Equal opportunities**

The Directors recognise that equal opportunities should be an integral part of good practice within the workplace. The Academy aims to establish equal opportunity in all areas of its activities including creating a working environment in which the contribution and needs of all people are fully valued.

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TRUSTEES' REPORT (continued)
FOR THE YEAR ENDED 31 AUGUST 2018

● **Disabled persons**

Lifts, ramps and disabled toilets are installed and door widths are adequate to enable wheelchair access to the Academies. The policy of the Academy is to support recruitment and retention of students and employees with disabilities. The Academy does this by adapting the physical environment, by making support resources available and through training and career development.

Strategic report

Achievements and performance

● **Review of activities**

The Academies have completed their ninth year of operation and have been judged by Ofsted as good schools in all categories and have been commended by them for high quality teaching and strong student achievement.

In September 2017 the Academies had a restructure of the Senior Management Team which saw the appointment of a single Head Teacher across both Academies. The Governing body have continued to work closely with Senior Leaders following the restructure of the Management Team and its workforce to maintain and improve performance, attainment and value for money. Governor's continue to challenge and communicate a clear vision for the Academies improvement to be an outstanding school and have unequivocal expectation of all staff, students and stakeholders. Governors continue to support the Academies drive for further rapid and substantial improvement and an Action Plan has been developed and implemented that will further improve the quality of teaching and ensure that every student will have a pathway to ensure that they continue to make or are rapidly moving towards making or exceeding expected levels of progress.

The Basildon Academies achieved during year ending 31st August 2018:

- Improved attendance levels, currently performing higher than the National Average.
- Fixed Term Exclusions continue to be below national average.
- Performed significantly better than had forecasted against budget
- Implemented strategies for year ending 31st August 2018 has resulted in the Academies achieving a Surplus budget.

● **Key performance indicators**

The Directors and Governors Body assess performance of the Academies through:

- Pupil numbers;
- Curriculum events;
- Exam results;
- Facilities;
- Post 16 learning and students moving onto University;
- Staff Performance Reviews;
- Ofsted Rating.

The Basildon Academies have continued to receive a number of mid term applications during year ending 31st August 2018. Year 7 pupil numbers for September 2018 have increased in line with the increase received in September 2017. The Local Authority have forecast a continued increase in the forthcoming years.