

Company Registration No. 07682332 (England and Wales)

ENDEAVOUR MAT
(FORMERLY WILMINGTON GRAMMAR SCHOOL FOR GIRLS)
(A COMPANY LIMITED BY GUARANTEE)

TRUSTEES' REPORT AND AUDITED ACCOUNTS
FOR THE YEAR ENDED 31 AUGUST 2017

ENDEAVOUR MAT

(FORMERLY WILMINGTON GRAMMAR SCHOOL FOR GIRLS)

CONTENTS

	Page
Reference and administrative details	1 - 2
Trustees' report	3 - 9
Governance statement	10 - 13
Statement on regularity, propriety and compliance	14
Statement of Trustees' responsibilities	15
Independent auditor's report on the accounts	16 - 18
Independent reporting accountant's report on regularity	19 - 22
Statement of financial activities	21 - 22
Balance sheet	23
Cash flow statement	24
Notes to the accounts	25 - 47

ENDEAVOUR MAT (FORMERLY WILMINGTON GRAMMAR SCHOOL FOR GIRLS)

REFERENCE AND ADMINISTRATIVE DETAILS

Trustees

D Connell (Chair, Resigned 31 March 2017) *
D Connell (Appointed 1 November 2017)
D Lodge (Chief Executive Officer & Accounting Officer)**
M Dooley (Resigned 31 March 2017) *
A Ojo (Resigned 31 March 2017)
J Price (Resigned 31 March 2017)*
N Benson (Chair of Learning Environment Committee) (Resigned 31 March 2017)
R Sandhu (Resigned 19/09/16)
S Kemsley (Chair of Finance & HR Committee to 31 March 2017, Chair of Education Committee from 1 April 2017)*
P Hammond#
A Smith (Resigned 31 March 2017)
E Aston (Resigned 31 March 2017)
C Booker (Resigned 31 March 2017)
M Clark (Resigned 31 March 2017)*
M Hillman (Resigned 31 March 2017)*
L Burchett (Director of Finance & Resources, Appointed 1 April 2017)#
P Clark (Appointed 1 April 2017)#
J Horgan (Chair, Appointed 1 April 2017)#
G Maidment (Appointed 1 April 2017)
D Strachan (Chair of Finance & Resources Committee Appointed 1 April 2017)#
Y Mavin (Co-opted 6 November 2017)

* Members of the Finance & HR Committee to 31 March 2017

Members of the Finance & Resources Committee from 1 April 2017

Members

D Connell (Resigned 31 October 2017)
R Sandhu (Resigned 19 September 2016)
S Kemsley
P Hammond (Appointed 20 September 16)
J Horgan (Appointed 1 April 2017)
M Brown (Appointed 1 April 2017)
J Cox (Appointed 1 April 2017)
J O'Connor (Appointed 1 December 2017)

Wilmington Grammar School for Girls Senior Leadership Team

- Executive Head Teacher	D Lodge (Chief Executive Officer of Endeavour MAT from 1 April 2017)
- Head Teacher	S Hunt
- Director WG6	G Tiddy
- Deputy Head	V Webb
- Assistant Head Teacher	G Butcher
- School Business Manager	L Burchett (Director of Finance & Resources of Endeavour MAT from 1 April 2017)

Wilmington Grammar School for Boys Senior Leadership Team

- Executive Head Teacher	D Lodge (Chief Executive Officer of Endeavour MAT from 1 April 2017)
- Head Teacher	C Guthrie (Appointed 1 September 2017)
- Acting Head Teacher	D Jackman (Acting to 31 August 2017)
- Director WG6	G Tiddy
- Assistant Director of WG6	C Sexton
- Director of Learning	M Baker
- Director of Learning	M Hollebon

ENDEAVOUR MAT (FORMERLY WILMINGTON GRAMMAR SCHOOL FOR GIRLS)

REFERENCE AND ADMINISTRATIVE DETAILS

- Director of Learning	A Smith
- Specialist Leader of Education	A Watson
- Specialist Leader of Education	S Evans
- School Business Manager	S Lawford (Executive School Business Manager for both Wilmington Grammar Schools from 1 September 2017)

Executive Team (Endeavour MAT)

- Chief Executive Officer	D Lodge (from 1 April 2017)
- Director of Finance & Resources	L Burchett (from 1 April 2017)
- Director of Data & Information	J Price (from 1 September 2017)

Secretary

R Dale (Resigned 14 July 2017)

Company registration number

07682332 (England and Wales)

Registered office

Wilmington Grange
Parsons Lane
Wilmington
Kent
DA2 7BB
United Kingdom

Independent auditor

Baxter & Co
Lynwood House
Crofton Road
Orpington
Kent
BR6 8QE

Bankers

Lloyds Bank PLC
78 New Road
Gravesend
Kent
DA11 0AR

ENDEAVOUR MAT (FORMERLY WILMINGTON GRAMMAR SCHOOL FOR GIRLS)

TRUSTEES' REPORT

FOR THE YEAR ENDED 31 AUGUST 2017

The Trustees present their annual report together with the financial statements and auditor's report of the charitable company for the year 1st September 2016 to 31st August 2017. The annual report serves the purposes of both a Trustees' report, and a directors' report under company law.

The accounts have been prepared in accordance with the accounting policies set out in note 1 to the accounts and comply with the charitable company's Memorandum and Articles of Association, the Companies Act 2006, the Statement of Recommended Practice 2015, "Accounting and Reporting by Charities", and the Academies' Accounts Direction 2016/17 issued by the ESFA.

The principal object of the company is to advance education in the United Kingdom by offering a broad curriculum. It achieved this object in the period to 31 March 2017 through the operation of Wilmington Grammar School for Girls. On 1 April 2017, the company adopted new Articles of Association, becoming a Multi Trust (MAT) and Wilmington Grammar School for Boys joined the company. With effect from 1 April 2017, the company operated both academies, providing a state education, free of charge, to pupils aged 11 to 19, serving a catchment area around Wilmington, Kent. It has a pupil capacity of 1811 and had a roll of 1839 across both schools in the census for January 2017.

Structure, governance and management

Constitution

The Trust is a company limited by guarantee with no share capital (registration no. 07682332) and an exempt charity. The Charitable Company's memorandum and Articles of Association are the primary governing documents of the Trust. On 21 March 2017, the company changed its name to Endeavour MAT. New Articles were adopted on 1 April 2017, enabling the company to operate as a MAT.

The Trustees are also the directors of the charitable company for the purposes of company law.

The charitable company was known as Wilmington Grammar School for Girls until 21 March 2017 and as Endeavour MAT thereafter.

Details of the Trustees who served during the year are included in the Reference and Administrative Details section on page 1 of these accounts.

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 or within one year of when they ceased to be a member.

Trustees' indemnities

Under the Companies Act 2006 s236 the directors confirm that there are no third party indemnity provisions in operation.

Method of recruitment and appointment or election of Trustees

In accordance with the Articles of Association in place until 31 March 2017, the Trustees of the charitable company were the governors of Wilmington Grammar School for Girls. They were appointed as follows;

- a) member appointed governors (minimum 3, maximum 9);
- b) staff governors including the Head Teacher (minimum 2 but not more than one third);
- c) parent governors (minimum 2);
- d) authority governor (maximum 1);
- e) co-opted governors (maximum 3);
- f) Further governors may be appointed by the Secretary of State.

ENDEAVOUR MAT (FORMERLY WILMINGTON GRAMMAR SCHOOL FOR GIRLS)

TRUSTEES' REPORT

FOR THE YEAR ENDED 31 AUGUST 2017

In respect of those appointed by the members, (a), (above) when a vacancy arose, the governors sought to make an appointment that would maximise the relevant skills and experience on the board as a whole.

With effect from 1 April 2017 and in accordance with the new Articles of Association, the Trustees of the charitable company are appointed as follows;

- a) member appointed Trustees (maximum 9):
- b) parent Trustees (minimum 2, if parent Trustees are not present on Local Governing Bodies);
- c) co-opted Trustees appointed by the Trustees:
- d) the Chief Executive Officer, provided they so agree.

There shall be a minimum of three Trustees and the total number of Trustees who are employees of the company shall not exceed one third of the total number of Trustees.

Policies and procedures adopted for the induction and training of Trustees

The training and induction provided for new Trustees will depend on their existing experience. Where necessary, induction will provide training in charity, educational, legal and financial matters. All Trustees are provided with the information needed (including policies, minutes, budgets, etc.) to undertake their role as Trustees. A central register of all Trustees training is kept. Each trustee is provided with a secure log-in to the company's websites for access to all policies, codes of practice and trustee meeting papers.

Organisational Structure

The Board of Trustees comprises those persons appointed under the Articles of Association. The Board meets at least three times a year and has two committees:

Prior to 1 April 2017:

Finance & HR Committee and Learning Environment Committee

From 1 April 2017:

Finance & Resources Committee and Education Committee

The full board:

- Ensure the provisions of the Funding Agreement with the Secretary of State are followed
- Oversee aims and achievements of School Improvement Plans
- Review structure and delegation arrangements for each Local Governing Body
- Make Executive Head Teacher appointments
- Authorise purchases above £25,000 via the Finance & Resources Committee
- Review/appoint external auditors (subject to ratification by the members)

The Finance & HR Committee (to 31 March 2017):

Scrutinized Performance-related Pay ("The Pay Committee"), budget monitoring, Training & Development and Marketing.

The Learning Environment Committee (to 31 March 2017)

Considered Accommodation, Health & Safety and the e-learning environment. The Committee will appoint and monitor specific governor(s) to scrutinise Safeguarding and E-safety.

The Finance & Resources Committee (from 1 April 2017):

Has oversight of budget monitoring, premises & estates, Health & Safety and HR issues.

The Education Committee (from 1 April 2017):

Has oversight of educational standards and structures, admissions policy and related issues.

ENDEAVOUR MAT (FORMERLY WILMINGTON GRAMMAR SCHOOL FOR GIRLS)

TRUSTEES' REPORT

FOR THE YEAR ENDED 31 AUGUST 2017

Chief Executive Officer

- Manages whole trust strategic planning in conjunction with the Executive Team, Trustees and Local Governing Bodies
- Has oversight of all aspects of school development and the curriculum
- Ensures the provisions of the Funding Agreement with the Secretary of State are being followed
- Reviews actual income and expenditure against approved budget

Senior Leadership Teams

Each SLT is made up of: Head Teacher, Deputy Head, Head of WG6, Assistant Heads and School Business Manager. Each member of the SLT attends the relevant meetings of the corresponding Local Governing Body in areas where they hold a key responsibility to enable effective monitoring.

All committees and Local Governing Bodies are formally constituted with terms of reference and comprise appropriately qualified and experienced members.

Trustees delegate specific responsibilities to committees and to Local Governing Bodies, the activities of which are reported to and discussed at full board meetings.

Day to day management of the company is undertaken by the Chief Executive Officer and Head Teacher, supported by the relevant Senior Leadership Team.

The Chief Executive Officer is the Accounting Officer and the Director of Finance & Resources is the Chief Financial Officer.

Arrangements for setting pay and remuneration of key management personnel

The Executive Team and Senior Leadership Teams are the key management personnel of the trust. Trustees are also senior management although they receive no pay or other remuneration in respect of their role as Trustees. Where staff Trustees are in place, they receive remuneration for their role as staff and their pay is determined in the same way as applicable to all other staff. Further details of remuneration paid to staff who are Trustees is set out within the notes to the accounts.

The pay of the Chief Executive Officer is set annually by the Trust Pay Committee, having regard to performance against objectives set the previous year. Pay of other Executive Team members and Head Teachers is also set by the Trust Pay Committee again having regard to performance against previously agreed objectives and any recommendations made by the Chief Executive Officer Head. Pay for all other Senior Leadership Team members is set by the relevant Local Governing Body Pay Committee again having regard to performance against previously agreed objectives and recommendations made by the appropriate Head Teacher.

Related Parties and other Connected Charities and Organisations

The company was, in the period to 31 March 2017, connected to one organisation, Wilmington Grammar School for Boys (WGSB) via working with a joint Sixth Form (known as WG6 – commenced September 2013) in partnership with WGSB, and having a complementary timetable, matched timings of the day and a calendar planned to include joint staff development days. There was also a joint Board overseeing WG6 comprising the Executive Head, Head of Schools, Chairs of Governors and Vice Chairs of Governors from each school. The focus was on raising the quality of teaching and learning and to develop outstanding results across the two schools. With effect from 1 April 2017, the operations, assets and liabilities of WGSB became the direct responsibility of the Trustees, following the transfer of WGSB to Endeavour MAT.

Objectives and activities

Objects and aims

The principal object of the company is the advancement of education in the United Kingdom. It achieves this object principally through the operation of two academies, Wilmington Grammar School for Girls and Wilmington Grammar

ENDEAVOUR MAT (FORMERLY WILMINGTON GRAMMAR SCHOOL FOR GIRLS)

TRUSTEES' REPORT

FOR THE YEAR ENDED 31 AUGUST 2017

School for Boys, the aim being to provide the highest possible standard of education and pastoral care, maximising the life-chances of its students.

Objectives, strategies and activities

Strategic Objectives:

- A destination driven focus supported by industry and HE where resilience, entrepreneurship, innovation and versatility sit alongside academic attainment.
- Exemplary student outcomes with progress in terms of value added always within the top 20% nationally.
- Financially strong with a learning environment and infrastructure designed to generate the greatest impact.
- Robust governance structures offering the necessary degree of support and challenge to maintain exceptional performance across the MAT.
- Exceptional training and tailored CPD to reduce recruitment and retention issues and generate an expert workforce with clear succession planning.
- A safe, nurturing, inspirational and competitive environment where everyone feels valued amidst a climate of respect.

Public benefit

The Trustees confirm that the Trust has complied with its duty to have due regard to the guidance on public benefit published by the Charity Commission in exercising its powers and duties.

STRATEGIC REPORT

Achievements in the year

Wilmington Grammar School for Girls

Ofsted reported in November 2015 that the school is Outstanding.

2017 Examination results:

Year 11 GCSE	98%	5 A*-C with English and Maths 5+
	49%	A*-A
	0.45	Progress 8

Wilmington Grammar School for Boys

Ofsted reported in November 2013 that the school is Good.

2017 Examination results:

Year 11 GCSE	90%	5 A*-C with English and Maths 5+
	35%	A*-A
	0.10	Progress 8

Wilmington Grammar 6th (WG6)

Advanced Level

47%	A* - B
98.5%	A* - E

Key financial performance indicators

Total staff costs as a percentage of total costs – 76% (Benchmark report 71% average for Multi Academy Trusts)
Pupil Teacher Ratio – 17.4 (Benchmark report 17.9 average for Multi Academy Trusts)

(Benchmark comparative data taken from Reeves Academies Benchmark report 2017)

ENDEAVOUR MAT (FORMERLY WILMINGTON GRAMMAR SCHOOL FOR GIRLS)

TRUSTEES' REPORT

FOR THE YEAR ENDED 31 AUGUST 2017

Going concern

After making appropriate enquiries, the Board has a reasonable expectation that the 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

On 1 April 2017, the operations, assets and liabilities of Wilmington Grammar School for Boys (WGSB) were transferred to the charitable company. The effect of the transfer of balances is summarised in the relevant note to the accounts. The comparative figures in the accounts for 2015/2016 relate solely to Wilmington Grammar School for Girls (WGSG). The 2016/17 figures in the accounts reflect 7 months to 31 March 2017 of WGSG and 5 months to 31 August 2017 of both WGSG and WGSB.

We receive our income from a number of different sources. The majority of our income comes from central government via the Education And Skills Funding Agency who provide us with grant, based largely on our student numbers to cover our staffing and other general running costs (General Annual Grant - GAG). The EFA may provide us with additional grants which are earmarked for specific purposes (such as Pupil Premium which must be used to raise the attainment of disadvantaged pupils). These appear in the accounts as DfE/EFA grants. Where we receive grant or other funding from the Local Authority (such as where we undertake responsibilities on their behalf in respect of our students) this appears in the accounts as Other government grants. Such income is collectively referred to as "Restricted Funds". Other income is received from parents (for example as contributions to trip or other costs) and from third parties (for example from our bank for interest on our account balances or from others who are charged for their use of our facilities). Such other income may be restricted or unrestricted, depending on whether it comes to us with conditions as to its use or whether it is available for spending at the discretion of the Trustees.

We hold funds in two broad categories, funds which are available for spending and other funds which are not available for spending.

Spendable funds are in turn sub-categorised between those which are available for spending at the discretion of Trustees ("Unrestricted Funds") and those which are subject to condition or restriction, ("Restricted Funds").

Funds not available for spending include the book value of fixed assets such as land, buildings and equipment. These have a value and are therefore included as assets in the accounts but clearly, we cannot spend this value. In common with all academies and Local Authorities, our share of the Local Government Pension Scheme deficit must also be reflected in our accounts and as this is not a conventional liability, it does not need to be deducted from spendable funds. We meet our obligations in respect of the LGPS by paying over pension contributions due as calculated by the scheme's actuaries.

The following balances were held at 31 August;

Fund	Category	2017 £'000	2016 £'000
GAG	Restricted General Funds	567	141
Other Grants	Restricted General Funds	46	9
Other Income	Restricted General Funds	<u>138</u>	<u>316</u>
Sub-total General Restricted Funds		751	466
Unspent Capital Grants	Restricted Fixed Asset Fund	2,120	1,836
Other Income	Unrestricted General Fund	<u>437</u>	<u>349</u>
Sub-Total Spendable Funds		3,308	2,651
Net Book Value of Fixed Assets	Restricted Fixed Asset Fund	30,246	11,919
Share of LGPS Deficit	Restricted Pension Reserve	<u>(2,343)</u>	<u>(1,313)</u>
Total All Funds		<u>31,211</u>	<u>13,257</u>

ENDEAVOUR MAT (FORMERLY WILMINGTON GRAMMAR SCHOOL FOR GIRLS)

TRUSTEES' REPORT

FOR THE YEAR ENDED 31 AUGUST 2017

Reserves policy

Unspent GAG from previous financial years is carried forward in line with the Academies Financial Handbook.

Each year the Trustees review the resource requirements and grant and other income that is forecast for the coming year and an annual budget is formulated and approved.

The level of reserves should never be in deficit and the annual budget should not plan for a large surplus of income over expenditure unless there is a particular project that requires accumulation of funds over a number of years.

Investment policy

There are no investments held beyond cash deposits retained with the major UK clearing banks. Speculative investments are not permitted.

Principal risks and uncertainties

Risk management

The Board has assessed the risks under the following major headings, and systems or processes have been established to manage these risks and where significant financial risk still remains they have ensured they have adequate insurance cover: Strategic and Reputational, Physical, Infrastructure, Governance, Staffing, Students and Financial.

The risk management process has been codified in a risk register implemented by the Senior Leadership Team and overseen by Trustees.

The principal financial risk faced by the company is that on-going pressure on funding results in a risk that deficits may be experienced. The budgeting and reporting process, including scrutiny by the Trustees of actual financial performance, mitigates the risk. Trustees keep spendable reserves under constant review to ensure that they have sufficient income to run the company on an efficient basis without adversely affecting the quality of teaching and learning.

As the nature of the financial instruments dealt with by the company is relatively simple (bank balances, debtors and "trade" creditors), Trustees consider the associated risk in this area to be minimal.

The risk resulting from the company's share of the LGPS deficit is managed by following the advice of the scheme's actuaries, specifically as regards the level of contributions payable, ensuring that annual budgets are drawn up to reflect the actuary's advice.

Most of the company's income is obtained from the DfE (via the Education and Skills Funding Agency) in the form of recurrent grants, the use of which is restricted to particular purposes. The grants received from the ESFA during the year ended 31 August 2017 and the associated expenditure are shown as restricted funds in the statement of financial activities.

Plans for the future

Following formation of a Multi Trust Endeavour MAT plans to grow the Trust with the addition of like-minded local schools.

In March 2017 Endeavour MAT was appointed by the DfE to open a new Free School in Dartford, Stone Lodge School and is working in cooperation with the DfE and Kent County Council on this project.

**ENDEAVOUR MAT
(FORMERLY WILMINGTON GRAMMAR SCHOOL FOR GIRLS)**

TRUSTEES' REPORT

FOR THE YEAR ENDED 31 AUGUST 2017

Funds held as custodian trustee

The company does not hold any funds as custodian trustee.

Auditor

In so far as the Trustees are aware:

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

The Trustees' Report, incorporating a strategic report, was approved by order of the Board of Trustees, as the company directors, on 14 December 2017 and signed on its behalf by:



J Horgan
Chairman

ENDEAVOUR MAT (FORMERLY WILMINGTON GRAMMAR SCHOOL FOR GIRLS)

GOVERNANCE STATEMENT

FOR THE YEAR ENDED 31 AUGUST 2016

Scope of responsibility

As Trustees we acknowledge we have overall responsibility for ensuring that Endeavour MAT 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 Chief Executive Officer, 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 Endeavour MAT and the Secretary of State for Education. The Accounting Officer, supported by the appointed providers of Internal Control Monitoring and the external auditor, is 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 five times during the year. Attendance during the year at meetings of the Board of Trustees was as follows:

Trustees	Meetings attended	Out of possible
D Connell (Chair, Resigned 31/3/2017)	3	3
D Lodge (Chief Executive Officer & Accounting Officer)	5	5
M Dooley (Resigned 31/3/2017)	2	3
A Ojo (Resigned 31/3/2017)	3	3
J Price (Resigned 31/3/2017)	2	3
N Benson (Resigned 31/3/2017)	2	3
R Sandu (resigned 19/9/2016)	0	0
S Kemsley	5	5
P Hammond	4	5
A Smith (Resigned 31/3/2017)	2	3
E Aston (Resigned 31/3/2017)	2	3
M Clark (Resigned 31/3/2017)	3	3
M Hillman (Resigned 31/3/2017)	2	3
C Booker (Resigned 31/3/2017)	2	3
L Burchett (Appointed 1/4/2017)	2	2
P Clark (Appointed 1/4/2017)	1	2
J Horgan (Chair, Appointed 1/4/2017)	1	2
G Maidment (Appointed 1/4/2017)	2	2
D Strachan (Appointed 1/4/2017)	2	2

The Governing Body undertook a review of its governance structure in Spring 2017 and made a number of changes in readiness for conversion to multi Trust status (as set out previously in this report). The Trust will continue to review governance arrangements to ensure they are effective and the next formal review will take place in order to inform suitable structures for September 2018.

Finance & Resources Committee (in operation from 1 April 2017)

The Finance & Resources Committee is a committee of the Board of Trustees. Its purpose is to assist and support the Board, ensuring sound oversight is exercised over the management of the Trust's finances and resources. The Committee also performs the function of an Audit Committee.

ENDEAVOUR MAT (FORMERLY WILMINGTON GRAMMAR SCHOOL FOR GIRLS)

GOVERNANCE STATEMENT

FOR THE YEAR ENDED 31 AUGUST 2016

Attendance at Finance & Resources Committee meetings since formation on 1 April 2017 was as follows:

Trustees	Meetings attended	Out of possible
D Strachan (Chair)	1	1
D Lodge	1	1
L Burchett	1	1
P Clark	1	1
P Hammond	0	1
J Horgan	1	1

Finance & HR Committee (in operation until 31 March 2017)

Attendance at Finance & HR Committee meetings as Wilmington Grammar School for Girls was as follows:

Trustees	Meetings attended	Out of possible
M Clark	2	2
D Connell	2	2
M Dooley	2	2
M Hillman	2	2
S Kemsley (Chair)	2	2
J Price	2	2

Education Committee (in operation from 1 April 2017)

The Education Committee is a committee of the Board of Trustees. Its purpose is to assist and support the Board, ensuring sound oversight is exercised over the quality of learning and teaching and the standard of outcomes.

Attendance at Education Committee since formation on 1 April 2017 was as follows:

Trustees	Meetings attended	Out of possible
J Horgan	1	1
S Kemsley (Chair)	1	1
D Lodge	1	1
G Maidment	1	1

Learning Environment Committee (in operation until 31 March 2017)

Attendance at Learning Environment Committee meetings as Wilmington Grammar School for Girls was as follows:

Trustees	Meetings attended	Out of possible
E Aston	2	2
N Benson (Chair)	2	2
C Booker	2	2
D Connell	2	2
P Hammond	1	2
D Lodge	1	2

ENDEAVOUR MAT (FORMERLY WILMINGTON GRAMMAR SCHOOL FOR GIRLS)

GOVERNANCE STATEMENT

FOR THE YEAR ENDED 31 AUGUST 2016

Review of Value for Money

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

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

- Rationalising and harmonising Senior Leadership Team and other staffing structures.
- Introducing a number of roles where expertise can be cost effectively and productively shared across both Wilmington schools (including SENCO and a number of teaching posts).
- Shared procurement of a number of services (including HR advice and staff recruitment advertising).

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 on-going process designed to identify and prioritise the risks to the achievement of Trust policies, aims and objectives, to evaluate the likelihood of those risks being realised and the impact should they be realised, and to manage them efficiently, effectively and economically. The system of internal control has been in place in Endeavour MAT (previously Wilmington Grammar School for Girls) for the year from 1 September 2016 to 31 August 2017 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 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 on-going process for identifying, evaluating and managing the company's significant risks that has been in place for the year 1 September 2016 to 31 August 2017 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 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 Finance & Resources 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 not to appoint an internal auditor. However the Trustees have commissioned a programme of internal control testing from Hacker Young, reporting to the Finance & Resources Committee. The appointment comprises a series of three visits covering the year.

ENDEAVOUR MAT (FORMERLY WILMINGTON GRAMMAR SCHOOL FOR GIRLS)

GOVERNANCE STATEMENT

FOR THE YEAR ENDED 31 AUGUST 2016

Checks carried out included

- Testing of payroll items and procedures
- Testing of the payment authorisation and processing
- Testing of credit card transactions, authorisation and recording
- Testing of Bank and control account reconciliations
- Testing of the recognition and recording of income
- Review of monitoring and reporting on financial performance during the year

The schedule of testing has been undertaken as planned and there were no material control issues arising.

Review of effectiveness

The Accounting Officer, D Lodge, had responsibility for reviewing the effectiveness of the system of internal control during the accounting year. During the year ended 31 August 2017 the review has been informed by:

- the programme of work on Internal Control Monitoring;
- the work of the External Auditor;
- the financial management and governance self-assessment process
- the work of the Executive Managers within the Academy who have responsibility for the development and maintenance of the internal control framework.

The Accounting Officer has advised the Finance & Resources Committee of the implications of the result of their review of the system of internal control.

Approved by order of the Board of Trustees on 14 December 2017 and signed on its behalf by:



J Horgan
Chairman



D Lodge
Accounting Officer

**ENDEAVOUR MAT
(FORMERLY WILMINGTON GRAMMAR SCHOOL FOR GIRLS)
STATEMENT OF REGULARITY, PROPRIETY AND COMPLIANCE**

FOR THE YEAR ENDED 31 AUGUST 2017

As accounting officer of Endeavour MAT I have considered my responsibility to notify the Academy Trust Board of Trustees and the Education and Skills Funding Agency (ESFA) of material irregularity, impropriety and non-compliance with ESFA 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 2016.

I confirm that I and the Academy Trust's 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 2016.

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 ESFA.



D Lodge
Accounting Officer

14 December 2017

**ENDEAVOUR MAT
(FORMERLY WILMINGTON GRAMMAR SCHOOL FOR GIRLS)
STATEMENT OF TRUSTEES' RESPONSIBILITIES**

FOR THE YEAR ENDED 31 AUGUST 2017

The trustees (who also act as governors for Endeavour MAT and are also the directors of Endeavour MAT for the purposes of company law) are responsible for preparing the Trustees' Report and the Financial Statements in accordance with the Annual Accounts Direction issued by the Education and Skills Funding Agency, United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice) and applicable law and regulations.

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

In preparing these Financial Statements, the Trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP 2015 and the Academies Accounts Direction 2016 to 2017;
- make judgements and accounting estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the Financial Statements; and
- prepare the Financial Statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

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

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

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

Approved by order of the Board of Trustees on 14 December 2017 and signed on its behalf by:


J Horgan
Chairman

ENDEAVOUR MAT (FORMERLY WILMINGTON GRAMMAR SCHOOL FOR GIRLS) INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF ENDEAVOUR MAT

Opinion

We have audited the Financial Statements of Endeavour MAT for the year ended 31 August 2017 which comprise the Statement of Financial Activities, the Balance Sheet, the Statement of Cash Flows and the notes to the Financial Statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice), the Charities SORP 2015 and the Academies Accounts Direction 2016 to 2017 issued by the Education and Skills Funding Agency.

In our opinion the Financial Statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 August 2017 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;
- have been prepared in accordance with the requirements of the Companies Act 2006; and
- have been prepared in accordance with the Charities SORP 2015 and the Academies Accounts Direction 2016 to 2017.

Basis for opinion

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

Conclusions relating to going concern

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

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

ENDEAVOUR MAT (FORMERLY WILMINGTON GRAMMAR SCHOOL FOR GIRLS) INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF ENDEAVOUR MAT (CONTINUED)

Other information

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

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

We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

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

- the information given in the Trustees' Report including the incorporated strategic report for the financial year for which the Financial Statements are prepared is consistent with the Financial Statements; and
- the Trustees' Report including the incorporated strategic report has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the Academy Trust and its environment obtained in the course of the audit, we have not identified material misstatements in the Trustees' Report, including the incorporated strategic report.

We have nothing to report in respect of the following matters in relation to which 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.

Responsibilities of Trustees

As explained more fully in the Statement of Trustees' Responsibilities, the Trustees are responsible for the preparation of the Financial Statements and for being satisfied that they give a true and fair view, and for such internal control as the Trustees determine is necessary to enable the preparation of Financial Statements that are free from material misstatement, whether due to fraud or error.

In preparing the Financial Statements, the Trustees are responsible for assessing the Academy Trust's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the Trustees either intend to liquidate the charitable company, or have no realistic alternative but to do so.

**ENDEAVOUR MAT
(FORMERLY WILMINGTON GRAMMAR SCHOOL FOR GIRLS)
INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF ENDEAVOUR MAT
(CONTINUED)**

Auditor's responsibilities for the audit of the financial statements

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

A further description of our responsibilities for the audit of the Financial Statements is located on the Financial Reporting Council's website at: <http://www.frc.org.uk/auditorsresponsibilities>. This description forms part of our auditor's report.

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



David John Walsh FCCA (Senior Statutory Auditor)
For and on behalf of Baxter & Co
Statutory Auditor
Chartered Certified Accountants
Lynwood House
Crofton Road
Orpington
Kent BR6 8QE

Dated: 18 December 2017

ENDEAVOUR MAT (FORMERLY WILMINGTON GRAMMAR SCHOOL FOR GIRLS) INDEPENDENT REPORTING ACCOUNTANT'S ASSURANCE REPORT ON REGULARITY TO ENDEAVOUR MAT AND THE EDUCATION AND SKILLS FUNDING AGENCY

In accordance with the terms of our engagement letter dated 2 November 2012 and further to the requirements of the Education and Skills Funding Agency (ESFA) as included in the Academies Accounts Direction 2016 to 2017, we have carried out an engagement to obtain limited assurance about whether the expenditure disbursed and income received by Endeavour MAT during the period 1 September 2016 to 31 August 2017 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 Endeavour MAT and ESFA in accordance with the terms of our engagement letter. Our work has been undertaken so that we might state to the Endeavour MAT and ESFA those matters we are required to state in a report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than Endeavour MAT and ESFA, for our work, for this report, or for the conclusion we have formed.

Respective responsibilities of Endeavour MAT's accounting officer and the reporting accountant

The Accounting Officer is responsible, under the requirements of Endeavour MAT's funding agreement with the Secretary of State for Education dated 29 July 2011 and the Academies Financial Handbook, extant from 1 September 2016, 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 2016 to 2017. We report to you whether anything has come to our attention in carrying out our work which suggests that in all material respects, expenditure disbursed and income received during the period 1 September 2016 to 31 August 2017 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 2016 to 2017 issued by ESFA. We performed a limited assurance engagement as defined in our engagement letter.

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

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

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

The work undertaken to draw to our conclusion includes:

- Review of payments to staff;
- Review of payments to suppliers and other third parties;
- Review of grant and other income streams;
- Review of some key financial control procedures;
- Discussions with finance staff;
- Consideration of the record maintained by the Accounting Officer of the oversight they have exercised;
- Consideration of the programme of risk review and checking of financial controls implemented by the trust in order to comply with its obligations under 2.4.9 of the Academies Financial Handbook 2016, issued by the ESFA.

**ENDEAVOUR MAT
(FORMERLY WILMINGTON GRAMMAR SCHOOL FOR GIRLS)
INDEPENDENT REPORTING ACCOUNTANT'S ASSURANCE REPORT ON
REGULARITY TO ENDEAVOUR MAT AND THE EDUCATION AND SKILLS FUNDING
AGENCY (CONTINUED)**

Conclusion

In the course of our work, nothing has come to our attention which suggests that in all material respects the expenditure disbursed and income received during the period 1 September 2016 to 31 August 2017 has not been applied to purposes intended by Parliament and the financial transactions do not conform to the authorities which govern them.



Baxter & Co
Independent Reporting Accountants
Chartered Certified Accountants
Lynwood House
Crofton Road
Orpington
Kent BR6 8QE

Dated: 18 December 2017

**ENDEAVOUR MAT
(FORMERLY WILMINGTON GRAMMAR SCHOOL FOR GIRLS)
STATEMENT OF FINANCIAL ACTIVITIES
INCLUDING INCOME AND EXPENDITURE ACCOUNT**

FOR THE YEAR ENDED 31 AUGUST 2017

	Notes	Unrestricted Funds £'000	Restricted funds: General £'000	Fixed asset £'000	Total 2017 £'000	Total 2016 £'000
Income and endowments from:						
Donations and capital grants	3	-	9	632	641	1,887
Donations - transfer of existing academies into the Trust	26	39	(1,049)	18,269	17,259	-
Charitable activities:						
- Funding for educational operations	4	25	6,305	-	6,330	4,296
Other trading activities	5	5	70	-	75	-
Investments	6	5	-	-	5	4
Total income and endowments		<u>74</u>	<u>5,335</u>	<u>18,901</u>	<u>24,310</u>	<u>6,187</u>
Expenditure on:						
Charitable activities:						
- Educational operations	8	<u>13</u>	<u>6,461</u>	<u>327</u>	<u>6,801</u>	<u>4,531</u>
Total expenditure	7	<u>13</u>	<u>6,461</u>	<u>327</u>	<u>6,801</u>	<u>4,531</u>
Net income/(expenditure)		61	(1,126)	18,574	17,509	1,656
Transfers between funds		27	(64)	37	-	-
Other recognised gains and losses						
Actuarial gains/(losses) on defined benefit pension schemes	19	<u>-</u>	<u>445</u>	<u>-</u>	<u>445</u>	<u>(507)</u>
Net movement in funds		88	(745)	18,611	17,954	1,149
Reconciliation of funds						
Total funds brought forward		<u>349</u>	<u>(847)</u>	<u>13,755</u>	<u>13,257</u>	<u>12,108</u>
Total funds carried forward		<u>437</u>	<u>(1,592)</u>	<u>32,366</u>	<u>31,211</u>	<u>13,257</u>

The comparative figures for 2016 are analysed according to fund on the next page of these financial statements.

**ENDEAVOUR MAT
(FORMERLY WILMINGTON GRAMMAR SCHOOL FOR GIRLS)
STATEMENT OF FINANCIAL ACTIVITIES (CONTINUED)
INCLUDING INCOME AND EXPENDITURE ACCOUNT**

FOR THE YEAR ENDED 31 AUGUST 2017

**SUPPLEMENTARY NOTE:
COMPARATIVE INFORMATION FOR THE
YEAR ENDED 31 AUGUST 2016**

	Notes	Unrestricted Funds £'000	Restricted funds: General £'000	Fixed asset £'000	Total 2016 £'000
Income and endowments from:					
Donations and capital grants	3	-	15	1,872	1,887
Charitable activities:					
- Funding for educational operations	4	-	4,296	-	4,296
Investments	6	4	-	-	4
Total income and endowments		4	4,311	1,872	6,187
Expenditure on:					
Charitable activities:					
- Educational operations	8	-	4,286	245	4,531
Total expenditure	7	-	4,286	245	4,531
Net income		4	25	1,627	1,656
Transfers between funds		-	(102)	102	-
Other recognised gains and losses					
Actuarial losses on defined benefit pension schemes	19	-	(507)	-	(507)
Net movement in funds		4	(584)	1,729	1,149
Reconciliation of funds					
Total funds brought forward		345	(263)	12,026	12,108
Total funds carried forward		349	(847)	13,755	13,257

**ENDEAVOUR MAT
(FORMERLY WILMINGTON GRAMMAR SCHOOL FOR GIRLS)
BALANCE SHEET**

AS AT 31 AUGUST 2017

	Notes	2017		2016	
		£'000	£'000	£'000	£'000
Fixed assets					
Tangible assets	12		30,246		11,919
Current assets					
Stocks	13	13		-	
Debtors	14	1,628		1,879	
Cash at bank and in hand		2,264		1,068	
		<u>3,905</u>		<u>2,947</u>	
Current liabilities					
Creditors: amounts falling due within one year	15	(597)		(296)	
Net current assets			<u>3,308</u>		<u>2,651</u>
Net assets excluding pension liability			<u>33,554</u>		<u>14,570</u>
Defined benefit pension liability	19		(2,343)		(1,313)
Total net assets			<u>31,211</u>		<u>13,257</u>
Funds of the Academy Trust:					
Restricted funds	17				
- Fixed asset funds			32,366		13,755
- Restricted income funds			751		466
- Pension reserve			(2,343)		(1,313)
Total restricted funds			<u>30,774</u>		<u>12,908</u>
Unrestricted income funds	17		<u>437</u>		<u>349</u>
Total funds			<u>31,211</u>		<u>13,257</u>

The Financial Statements set out on pages 21 to 47 were approved by the Board of Trustees and authorised for issue on 14 December 2017 and are signed on its behalf by:


J Horgan
Chairman

Company Number 07682332

**ENDEAVOUR MAT
(FORMERLY WILMINGTON GRAMMAR SCHOOL FOR GIRLS)
STATEMENT OF CASH FLOWS**

FOR THE YEAR ENDED 31 AUGUST 2017

	Notes	2017 £'000	£'000	2016 £'000	£'000
Cash flows from operating activities					
Net cash provided by (used in) operating activities	20		668		(1,084)
Cash funds transferred on conversion			422		-
			<u>1,090</u>		<u>(1,084)</u>
Cash flows from investing activities					
Dividends, interest and rents from investments		5		4	
Capital grants from DfE and ESFA		632		1,872	
Payments to acquire tangible fixed assets		(531)		(1,386)	
			<u>106</u>		<u>490</u>
Change in cash and cash equivalents in the reporting period			<u>1,196</u>		<u>(594)</u>
Cash and cash equivalents at 1 September 2016			<u>1,068</u>		<u>1,662</u>
Cash and cash equivalents at 31 August 2017			<u><u>2,264</u></u>		<u><u>1,068</u></u>

ENDEAVOUR MAT (FORMERLY WILMINGTON GRAMMAR SCHOOL FOR GIRLS) NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 AUGUST 2017

1 Accounting policies

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

1.1 Basis of preparation

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 Financial Statements 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 2016 to 2017 issued by ESFA, the Charities Act 2011 and the Companies Act 2006.

Endeavour MAT meets the definition of a public benefit entity under FRS 102.

1.2 Going concern

The Trustees assess whether the use of going concern is appropriate, ie whether there are any material uncertainties related to events or conditions that may cast significant doubt on the ability of the charitable company to continue as a going concern. The Trustees make this assessment in respect of a period of at least one year from the date of authorisation for issue of the Financial Statements and have concluded that the Academy Trust has adequate resources to continue in operational existence for the foreseeable future and there are no material uncertainties about the Academy Trust's ability to continue as a going concern. Thus they continue to adopt the going concern basis of accounting in preparing the Financial Statements.

1.3 Transfer of existing academies into the trust

Where assets are received on the transfer of an existing academy into the trust, the transferred assets are measured at fair value and recognised in the balance sheet at the point when the risk and rewards of ownership pass to the trust, which is on signing of the transfer agreement with the transferring trust. An equal amount of income is recognised for the Transfer of an existing academy into the trust within Donations.

1.4 Income

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

Grants receivable

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

General Annual Grant is recognised in full in the statement of financial activities in the period 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 in full when there is an unconditional entitlement to the grant. Unspent amounts of capital grants are reflected in the balance sheet in the restricted fixed asset fund. Capital grants are recognised when there is entitlement and are not deferred over the life of the asset on which they are expended.

ENDEAVOUR MAT (FORMERLY WILMINGTON GRAMMAR SCHOOL FOR GIRLS) NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2017

1 Accounting policies

Sponsorship income

Sponsorship income provided to the Academy Trust which amounts to a donation is recognised in the statement of financial activities in the period in which it is receivable (where there are no performance-related conditions), where the receipt is probable and it can be measured reliably.

Donations

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

Other income

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

Donated goods, facilities and services

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

Donated fixed assets

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

1.5 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.

Expenditure is classified by activity. 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 are allocated on the portion of the asset's use.

All resources expended are inclusive of irrecoverable VAT.

Expenditure on raising funds

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

Charitable activities

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

Governance costs

These include the costs attributable to the Academy Trust's compliance with constitutional and statutory requirements, including audit, strategic management, Trustees' meetings and reimbursed expenses.

**ENDEAVOUR MAT
(FORMERLY WILMINGTON GRAMMAR SCHOOL FOR GIRLS)
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)**

FOR THE YEAR ENDED 31 AUGUST 2017

1 Accounting policies

1.6 Tangible fixed assets and depreciation

Assets costing £5,000 or more per item (or less if they form part of a larger purchase or project where the total cost exceeds £25,000) are capitalised as tangible fixed assets and are carried at cost, net of depreciation and any provision for impairment.

Where tangible fixed assets have been acquired with the aid of specific grants, either from the government or from the private sector, they are included in the Balance Sheet at cost and depreciated over their expected useful economic life. Where there are specific conditions attached to the funding that require 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. Where tangible fixed assets have been acquired / funded by other income, the fixed asset fund is also credited. Depreciation on the relevant assets is charged directly to the restricted fixed asset fund in the Statement of Financial Activities.

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

Freehold land is not depreciated	
Freehold buildings	50-75 Years Straight Line
Computer equipment	3-5 Years Straight Line
Fixtures, fittings & equipment	5 -10 Years Straight Line
Motor vehicles	5 Years Straight Line

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

1.7 Liabilities

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

1.8 Leasing and hire purchase commitments

Rentals payable under operating leases are charged against income on a straight line basis over the period of the lease.

1.9 Financial instruments

The Academy Trust only holds basic financial instruments as defined in FRS 102. The financial assets and financial liabilities of the Academy Trust and their measurement basis are as follows.

Financial assets

Trade and other debtors are basic financial instruments and are debt instruments measured at amortised cost. Prepayments are not financial instruments.

Cash at bank is classified as a basic financial instrument and is measured at face value.

ENDEAVOUR MAT (FORMERLY WILMINGTON GRAMMAR SCHOOL FOR GIRLS) NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2017

1 Accounting policies

Financial liabilities

Trade creditors, accruals and other creditors are financial instruments, and are measured at amortised cost. Taxation and social security are not included in the financial instruments disclosure definition.

Deferred income is not deemed to be a financial liability, as the cash settlement has already taken place and there is an obligation to deliver services rather than cash or another financial instrument.

1.10 Stock

Stock is valued at the lower of cost and net realisable value. Net realisable value is based on estimated selling price less further costs to completion and disposal. Provision is made for obsolete and slow moving stock.

1.11 Taxation

The Academy Trust is considered to pass the tests set out in Paragraph 1 Schedule 6 of the Finance Act 2010 and therefore it meets the definition of a charitable company for UK corporation tax purposes. Accordingly, the Academy Trust is potentially exempt from taxation in respect of income or capital gains received within categories covered by 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.

1.12 Pensions benefits

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

Teachers' Pension Scheme

The TPS is an unfunded scheme and contributions are calculated so as to spread the cost of pensions over employees' working lives with the Academy Trust in such a way that the pension cost is a substantially level percentage of current and future pensionable payroll. The contributions are determined by the Government Actuary on the basis of quadrennial valuations using a prospective unit credit method. As stated in note 19, the TPS is a multi-employer scheme and there is insufficient information available to use defined benefit accounting. The TPS is therefore treated as a defined contribution scheme for accounting purposes and the contributions are recognised in the period to which they relate.

Local Government Pension Scheme

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.

1.13 Fund accounting

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

**ENDEAVOUR MAT
(FORMERLY WILMINGTON GRAMMAR SCHOOL FOR GIRLS)
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)**

FOR THE YEAR ENDED 31 AUGUST 2017

1 Accounting policies

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

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

1.14 Agency arrangements

Where the Academy Trust acts as agent in collecting and / or distributing from the ESFA or others, and subsequent disbursements are excluded from the Statement of Financial Activities as the Trust does not have control over charitable application of the funds. The funds received and paid, and any balances held are disclosed in note 25.

2 Critical accounting estimates and areas of judgement

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

Critical accounting estimates and assumptions

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

The present value of the Local Government Pension Scheme defined benefit liability depends on a number of factors that are determined on an actuarial basis using a variety of assumptions. The assumptions used in determining the net cost or income for pensions include the discount rate. Any changes in these assumptions, which are disclosed in note 19, will impact the carrying amount of the pension liability. Furthermore a roll forward approach which projects results from the latest full actuarial valuation performed at 31 March 2016 has been used by the actuary in valuing the pensions liability at 31 August 2017. 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.

Critical areas of judgement

In preparing these Financial Statements, the Trustees have not needed to exercise any subjective judgements that would be critical to the Academy Trust's Financial Statements.

3 Donations and capital grants

	Unrestricted funds £'000	Restricted funds £'000	Total 2017 £'000	Total 2016 £'000
Capital grants	-	632	632	1,872
Other donations	-	9	9	15
	<u>-</u>	<u>641</u>	<u>641</u>	<u>1,887</u>

**ENDEAVOUR MAT
(FORMERLY WILMINGTON GRAMMAR SCHOOL FOR GIRLS)
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)**

FOR THE YEAR ENDED 31 AUGUST 2017

4 Funding for the Academy Trust's educational operations

	Unrestricted funds £'000	Restricted funds £'000	Total 2017 £'000	Total 2016 £'000
DfE / ESFA grants				
General annual grant (GAG)	-	5,546	5,546	3,791
Other DfE / ESFA grants	-	138	138	53
	<u>-</u>	<u>5,684</u>	<u>5,684</u>	<u>3,844</u>
Other government grants				
Local authority grants	-	174	174	131
	<u>-</u>	<u>174</u>	<u>174</u>	<u>131</u>
Other funds				
Other incoming resources	25	447	472	321
	<u>25</u>	<u>447</u>	<u>472</u>	<u>321</u>
Total funding	<u>25</u>	<u>6,305</u>	<u>6,330</u>	<u>4,296</u>

5 Other trading activities

	Unrestricted funds £'000	Restricted funds £'000	Total 2017 £'000	Total 2016 £'000
Hire of facilities	5	-	5	-
Catering income	-	70	70	-
	<u>5</u>	<u>70</u>	<u>75</u>	<u>-</u>

6 Investment income

	Unrestricted funds £'000	Restricted funds £'000	Total 2017 £'000	Total 2016 £'000
Short term deposits	5	-	5	4
	<u>5</u>	<u>-</u>	<u>5</u>	<u>4</u>

**ENDEAVOUR MAT
(FORMERLY WILMINGTON GRAMMAR SCHOOL FOR GIRLS)
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)**

FOR THE YEAR ENDED 31 AUGUST 2017

7 Expenditure	Staff costs £'000	Premises & occupancy costs £'000	Other costs £'000	Total 2017 £'000	Total 2016 £'000
Academy's educational operations					
- Direct costs	4,309	260	635	5,204	3,598
- Allocated support costs	858	378	361	1,597	933
	<u>5,167</u>	<u>638</u>	<u>996</u>	<u>6,801</u>	<u>4,531</u>

Net income/(expenditure) for the year includes:

	2017 £'000	2016 £'000
Fees payable to auditor for:		
- Audit	11	9
- Other services	7	5
Operating lease rentals	8	5
Depreciation of tangible fixed assets	327	245
Net interest on defined benefit pension liability	42	28

Central services

No central services were provided by the Academy Trust to its academies during the year and no central charges arose.

8 Charitable activities

	Unrestricted funds £'000	Restricted funds £'000	Total 2017 £'000	Total 2016 £'000
Direct costs - educational operations	-	5,204	5,204	3,598
Support costs - educational operations	13	1,584	1,597	933
	<u>13</u>	<u>6,788</u>	<u>6,801</u>	<u>4,531</u>

ENDEAVOUR MAT
(FORMERLY WILMINGTON GRAMMAR SCHOOL FOR GIRLS)
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2017

8 Charitable activities

	Total 2017 £'000	Total 2016 £'000
Analysis of support costs		
Support staff costs	858	416
Depreciation and amortisation	67	49
Premises and occupancy costs	311	308
Other support costs	227	105
Governance costs	134	55
	<u>1,597</u>	<u>933</u>

9 Staff costs

	2017 £'000	2016 £'000
Wages and salaries	3,915	2,531
Social security costs	347	197
Operating costs of defined benefit pension schemes	790	465
Apprenticeship levy	5	-
	<u>5,057</u>	<u>3,193</u>
Staff costs	5,057	3,193
Supply staff costs	96	100
Staff restructuring costs	14	-
	<u>5,167</u>	<u>3,293</u>

Staff numbers

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

	2017 Number	2016 Number
Teachers	106	54
Administration and support	109	46
Management	14	6
	<u>229</u>	<u>106</u>

**ENDEAVOUR MAT
(FORMERLY WILMINGTON GRAMMAR SCHOOL FOR GIRLS)
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)**

FOR THE YEAR ENDED 31 AUGUST 2017

9 Staff costs

The number of persons employed, expressed as a full time equivalent, was as follows:

	2017	2016
	Number	Number
Teachers	100	52
Administration and support	61	24
Management	14	6
	<u>175</u>	<u>82</u>

Higher paid staff

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

	2017	2016
	Number	Number
£60,000 - £70,000	3	3
£80,001 - £90,000	-	1
£100,001 - £110,000	1	-
	<u>4</u>	<u>4</u>

Key management personnel

The key management personnel of the Academy Trust comprise the Trustees and the senior management team as listed on page 1. The total amount of employee benefits (including employer pension contributions, excluding employer NIC) received by key management personnel for their services to the Academy Trust was £777,821 (2016: £587,571). Note that 2017 includes key management of WGSG for the year and of WGSB for the 5 month period since it joined the MAT.

**ENDEAVOUR MAT
(FORMERLY WILMINGTON GRAMMAR SCHOOL FOR GIRLS)
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)**

FOR THE YEAR ENDED 31 AUGUST 2017

10 Trustees' remuneration and expenses

One or more of the Trustees has been paid remuneration or has received other benefits from an employment with the Academy Trust. The Head Teacher and other Staff Trustees only receive remuneration in respect of services they provide undertaking the roles of Head Teacher and staff members under their contracts of employment, and not in respect of their services as Trustees.

The value of Trustees' remuneration and other benefits was as follows:

D Lodge (Head Teacher):

- Remuneration: £100,000 - £105,000 (2016: £85,000 - £90,000)
- Employer's pension contributions: £15,000 - £20,000 (2016: £10,000 - £15,000)

M Dooley (Staff Trustee to 31 March 2017 - 7 months):

- Remuneration: £30,000 - £35,000 (2016: £50,000 - £55,000)
- Employer's pension contributions: £5,000 - £10,000 (2016: £5,000 - £10,000)

J Price (Staff Trustee to 31 March 2017 - 7 months):

- Remuneration: £20,000 - £25,000 (2016: £35,000 - £40,000)
- Employer's pension contributions: £0 - £5,000 (2016: £5,000 - £10,000)

E Aston (Staff Trustee to 31 March 2017 - 7 months):

- Remuneration: £15,000 - £20,000 (2016: £25,000 - £30,000)
- Employer's pension contributions: £0 - £5,000 (2016: £0 - £5,000)

L Burchett (Employee appointed by Members - from 1 April 2017 - 5 months)

- Remuneration: £20,000 - £25,000
- Employer's pension contributions: £0 - £5,000

During the year, travel and subsistence payments totalling £499 (2016: £443) were reimbursed or paid directly to 5 Trustees (2016: 3 Trustees). Expenses were incurred in performing their duties of employment.

Other related party transactions involving the Trustees are set out within the related parties note.

11 Trustees and officers insurance

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

**ENDEAVOUR MAT
(FORMERLY WILMINGTON GRAMMAR SCHOOL FOR GIRLS)
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)**

FOR THE YEAR ENDED 31 AUGUST 2017

12 Tangible fixed assets	Freehold land & buildings £'000	Computer equipment £'000	Fixtures, fittings & equipment £'000	Motor vehicles £'000	Total £'000
Cost					
At 1 September 2016	12,535	53	140	9	12,737
Transfers in	18,104	-	19	-	18,123
Additions	506	-	25	-	531
At 31 August 2017	<u>31,145</u>	<u>53</u>	<u>184</u>	<u>9</u>	<u>31,391</u>
Depreciation					
At 1 September 2016	707	35	70	6	818
Charge for the year	295	9	21	2	327
At 31 August 2017	<u>1,002</u>	<u>44</u>	<u>91</u>	<u>8</u>	<u>1,145</u>
Net book value					
At 31 August 2017	<u>30,143</u>	<u>9</u>	<u>93</u>	<u>1</u>	<u>30,246</u>
At 31 August 2016	<u>11,828</u>	<u>18</u>	<u>70</u>	<u>3</u>	<u>11,919</u>

Included in freehold land and buildings is land at its net book value of £1,626k for Wilmington Grammar School for Girls and £6,543k for Wilmington Grammar School for Boys.

13 Stocks	2017 £'000	2016 £'000
School uniform	<u>13</u>	<u>-</u>
14 Debtors		
	2017 £'000	2016 £'000
Trade debtors	72	66
VAT recoverable	114	16
Prepayments and accrued income	1,442	1,797
	<u>1,628</u>	<u>1,879</u>

**ENDEAVOUR MAT
(FORMERLY WILMINGTON GRAMMAR SCHOOL FOR GIRLS)
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)**

FOR THE YEAR ENDED 31 AUGUST 2017

15 Creditors: amounts falling due within one year	2017	2016
	£'000	£'000
Trade creditors	-	16
Other taxation and social security	134	65
Other creditors	120	56
Accruals and deferred income	343	159
	<u>597</u>	<u>296</u>
16 Deferred income	2017	2016
	£'000	£'000
Deferred income is included within:		
Creditors due within one year	<u>241</u>	<u>64</u>
Deferred income at 1 September 2016	64	76
Released from previous years	(64)	(76)
Amounts deferred in the year	<u>241</u>	<u>64</u>
Deferred income at 31 August 2017	<u>241</u>	<u>64</u>

Deferred income represents £38k (2016: £21k) of grant income received in advance, £12k (2016: £Nil) of catering income received in advance and £191k (2016: £43k) of income collected from students for trips and activities that had not yet taken place as at 31 August 2017.

**ENDEAVOUR MAT
(FORMERLY WILMINGTON GRAMMAR SCHOOL FOR GIRLS)
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)**

FOR THE YEAR ENDED 31 AUGUST 2017

17 Funds	Balance at 1 September 2016 £'000	Income £'000	Expenditure £'000	Gains, losses and transfers £'000	Balance at 31 August 2017 £'000
Restricted general funds					
General Annual Grant	141	5,546	(5,356)	236	567
Other DfE / ESFA grants	-	38	(64)	33	7
Pupil premium	-	70	(37)	(13)	20
MAT Central Services	-	30	-	-	30
Other government grants	9	174	(187)	23	19
Other restricted funds	316	763	(628)	(343)	108
	<u>466</u>	<u>6,621</u>	<u>(6,272)</u>	<u>(64)</u>	<u>751</u>
Funds excluding pensions	466	6,621	(6,272)	(64)	751
Pension reserve	(1,313)	(1,286)	(189)	445	(2,343)
	<u>(847)</u>	<u>5,335</u>	<u>(6,461)</u>	<u>381</u>	<u>(1,592)</u>
Restricted fixed asset funds					
Transferred on conversion	8,310	18,269	(219)	-	26,360
DfE / ESFA capital grants	5,306	632	(92)	-	5,846
Capital expenditure from GAG and other funds	139	-	(16)	37	160
	<u>13,755</u>	<u>18,901</u>	<u>(327)</u>	<u>37</u>	<u>32,366</u>
Total restricted funds	<u>12,908</u>	<u>24,236</u>	<u>(6,788)</u>	<u>418</u>	<u>30,774</u>
Unrestricted funds					
General funds	349	74	(13)	27	437
Total funds	<u>13,257</u>	<u>24,310</u>	<u>(6,801)</u>	<u>445</u>	<u>31,211</u>

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

The Restricted General Funds are used to fund the general operating costs of the Academy.

Under the funding agreement with the Secretary of State, the Academy Trust was not subject to a limit on the amount of GAG that it could carry forward at 31 August 2017.

The Restricted LGPS Fund represents the Academy's share of the LGPS Pension Fund deficit.

The Restricted Fixed Asset Fund represents investment in fixed assets, net of related depreciation. Unspent capital grants are also held in this fund. The fund is increased when new assets are acquired and depreciation charges reduce the value of the fund.

**ENDEAVOUR MAT
(FORMERLY WILMINGTON GRAMMAR SCHOOL FOR GIRLS)
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)**

FOR THE YEAR ENDED 31 AUGUST 2017

17 Funds

Movements in funds - previous year

	Balance at 1 September 2015 £'000	Income £'000	Expenditure £'000	Gains, losses and transfers £'000	Balance at 31 August 2016 £'000
Restricted general funds					
General Annual Grant	192	3,791	(3,747)	(95)	141
Other DfE / ESFA grants	-	53	(53)	-	-
Other government grants	-	131	(122)	-	9
Pupil premium	-	38	(38)	-	-
Other restricted funds	277	298	(252)	(7)	316
	<u>469</u>	<u>4,311</u>	<u>(4,212)</u>	<u>(102)</u>	<u>466</u>
Funds excluding pensions	469	4,311	(4,212)	(102)	466
Pension reserve	(732)	-	(74)	(507)	(1,313)
	<u>(263)</u>	<u>4,311</u>	<u>(4,286)</u>	<u>(609)</u>	<u>(847)</u>
Restricted fixed asset funds					
Transferred on conversion	8,455	-	(145)	-	8,310
DfE / ESFA capital grants	3,519	1,872	(85)	-	5,306
Capital expenditure from GAG and other funds	52	-	(15)	102	139
	<u>12,026</u>	<u>1,872</u>	<u>(245)</u>	<u>102</u>	<u>13,755</u>
Total restricted funds	<u>11,763</u>	<u>6,183</u>	<u>(4,531)</u>	<u>(507)</u>	<u>12,908</u>
Unrestricted funds					
General funds	345	4	-	-	349
	<u>345</u>	<u>4</u>	<u>-</u>	<u>-</u>	<u>349</u>
Total funds	<u>12,108</u>	<u>6,187</u>	<u>(4,531)</u>	<u>(507)</u>	<u>13,257</u>

For the year ended 31 August 2016, all funds related exclusively to
Wilmington Grammar School for Girls

**ENDEAVOUR MAT
(FORMERLY WILMINGTON GRAMMAR SCHOOL FOR GIRLS)
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)**

FOR THE YEAR ENDED 31 AUGUST 2017

17 Funds

Total funds analysis by academy

	Total £'000
Fund balances at 31 August 2017 were allocated as follows:	
Wilmington Grammar School for Boys	265
Wilmington Grammar School for Girls	893
Stone Lodge School Start-up Funding	30
	<hr/>
Total before fixed assets fund and pension reserve	1,188
Restricted fixed asset fund	32,366
Pension reserve	(2,343)
	<hr/>
Total funds	<u>31,211</u>

Total cost analysis by academy

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

	Teaching and educational support staff costs £'000	Other support staff costs £'000	Educational supplies £'000	Other costs excluding depreciation £'000	Total £'000
Wilmington Grammar School for Boys	1,353	301	104	235	1,993
Wilmington Grammar School for Girls	2,955	557	531	438	4,481
	<hr/>	<hr/>	<hr/>	<hr/>	<hr/>
	<u>4,308</u>	<u>858</u>	<u>635</u>	<u>673</u>	<u>6,474</u>

In 2016 all expenditure related to Wilmington Grammar School for Girls.

**ENDEAVOUR MAT
(FORMERLY WILMINGTON GRAMMAR SCHOOL FOR GIRLS)
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)**

FOR THE YEAR ENDED 31 AUGUST 2017

18 Analysis of net assets between funds

	Unrestricted Funds £'000	Restricted funds: General £'000	Fixed asset £'000	Total 2017 £'000
Fund balances at 31 August 2017 are represented by:				
Tangible fixed assets	-	-	30,246	30,246
Current assets	437	1,348	2,120	3,905
Creditors falling due within one year	-	(597)	-	(597)
Defined benefit pension liability	-	(2,343)	-	(2,343)
	<u>437</u>	<u>(1,592)</u>	<u>32,366</u>	<u>31,211</u>

	Unrestricted Funds £'000	Restricted funds: General £'000	Fixed asset £'000	Total 2016 £'000
Fund balances at 31 August 2016 are represented by:				
Tangible fixed assets	-	-	11,919	11,919
Current assets	349	762	1,836	2,947
Creditors falling due within one year	-	(296)	-	(296)
Defined benefit pension liability	-	(1,313)	-	(1,313)
	<u>349</u>	<u>(847)</u>	<u>13,755</u>	<u>13,257</u>

19 Pensions and similar obligations

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

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

Contributions amounting to £116k (2016: £55k) were payable to the schemes at 31 August 2017 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.

**ENDEAVOUR MAT
(FORMERLY WILMINGTON GRAMMAR SCHOOL FOR GIRLS)
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)**

FOR THE YEAR ENDED 31 AUGUST 2017

19 Pensions and similar obligations

Valuation of the Teachers' Pension Scheme

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

The key elements of the valuation and subsequent consultation are:

- employer contribution rates set at 16.48% of pensionable pay (including a 0.08% employer administration charge (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 is currently underway based on April 2016 data, whereupon the employer contribution rate is expected to be reassessed and will be payable from 1 April 2019.

The pension costs paid to the TPS in the period amounted to £482k (2016: £321k).

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

Under the definitions set out in FRS 102, the TPS is 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 pension scheme, with the assets held in separate trustee-administered funds. The total contributions are as noted below. The agreed contribution rates for future years are 19.8% for employers and between 5.5% and 12.5% for employees.

The LGPS obligation relates to the employees of the Academy Trust who were employees transferred as part of the conversion from the maintained school (as described in note 26) together with new employees who joined the scheme in the period. The obligation in respect of employees who transferred on conversion represents their cumulative service at both the predecessor school and the Academy Trust at the balance sheet date.

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.

**ENDEAVOUR MAT
(FORMERLY WILMINGTON GRAMMAR SCHOOL FOR GIRLS)
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)**

FOR THE YEAR ENDED 31 AUGUST 2017

19 Pensions and similar obligations

Total contributions made	2017	2016
	£'000	£'000
Employer's contributions	158	97
Employees' contributions	48	31
	<u> </u>	<u> </u>
Total contributions	206	128
	<u> </u>	<u> </u>
Principal actuarial assumptions	2017	2016
	%	%
Rate of increases in salaries	4.2	4.1
Rate of increase for pensions in payment	2.7	2.3
Discount rate	2.6	2.2
RPI Increases	3.6	3.2
CPI Increases	2.7	2.3
	<u> </u>	<u> </u>

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

	2017	2016
	Years	Years
Retiring today		
- Males	23.0	22.9
- Females	25.1	25.3
Retiring in 20 years		
- Males	25.2	25.2
- Females	27.4	27.7
	<u> </u>	<u> </u>

Sensitivity Analysis

Scheme liabilities have been valued at £5,436k . The measurement of these liabilities would change in the event that key assumptions underlying their valuation changed.

If the discount rate were to increase by 0.1%, liabilities would be measured at £5,312k.

If the discount rate were to decrease by 0.1%, liabilities would be measured at £5,563k.

If the life expectancy were to increase by a year, liabilities would be measured at £5,618k.

If the life expectancy were to decrease by a year, liabilities would be measured at £5,260k.

**ENDEAVOUR MAT
(FORMERLY WILMINGTON GRAMMAR SCHOOL FOR GIRLS)
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)**

FOR THE YEAR ENDED 31 AUGUST 2017

19 Pensions and similar obligations

The Academy Trust's share of the assets in the scheme	2017 Fair value £'000	2016 Fair value £'000
Equities	2,176	732
Bonds	298	116
Gilts	22	10
Property	380	152
Other assets	217	73
Total market value of assets	3,093	1,083
Actual return on scheme assets - gain/(loss)	298	128
Amounts recognised in the statement of financial activities	2017 £'000	2016 £'000
Current service cost	304	143
Interest income	(43)	(36)
Interest cost	86	64
Total operating charge	347	171
Changes in the present value of defined benefit obligations	2017 £'000	2016 £'000
Obligations at 1 September 2016	2,396	1,596
Transferred in on existing academies joining the trust	2,816	-
Current service cost	304	142
Interest cost	86	64
Employee contributions	48	31
Actuarial (gain)/loss	(190)	600
Benefits paid	(24)	(37)
At 31 August 2017	5,436	2,396

**ENDEAVOUR MAT
(FORMERLY WILMINGTON GRAMMAR SCHOOL FOR GIRLS)
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)**

FOR THE YEAR ENDED 31 AUGUST 2017

19 Pensions and similar obligations

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

	2017	2016
	£'000	£'000
Assets at 1 September 2016	1,083	864
Transferred in on existing academies joining the trust	1,530	-
Interest income	43	35
Actuarial gain	255	93
Employer contributions	158	97
Employee contributions	48	31
Benefits paid	(24)	(37)
At 31 August 2017	<u>3,093</u>	<u>1,083</u>
Total pension scheme liabilities / obligations	(5,436)	(2,396)
Total pension scheme assets	<u>3,093</u>	<u>1,083</u>
Net Defined Benefit Pension liability	<u>(2,343)</u>	<u>(1,313)</u>

20 Reconciliation of net income to net cash flows from operating activities

	2017	2016
	£'000	£'000
Net income for the reporting period	17,509	1,656
Adjusted for:		
Net surplus on transfer of academies into the trust	(17,259)	-
Capital grants from DfE/ESFA and other capital income	(632)	(1,872)
Investment income receivable	(5)	(4)
Defined benefit pension costs less contributions payable	147	46
Defined benefit pension net finance cost	42	28
Depreciation of tangible fixed assets	327	245
(Increase) in stocks	(13)	-
Decrease/(increase) in debtors	251	(1,215)
Increase in creditors	301	32
Net cash provided by operating activities	<u>668</u>	<u>(1,084)</u>

**ENDEAVOUR MAT
(FORMERLY WILMINGTON GRAMMAR SCHOOL FOR GIRLS)
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)**

FOR THE YEAR ENDED 31 AUGUST 2017

21 Commitments under operating leases

At 31 August 2017 the total future minimum lease payments under non-cancellable operating leases were as follows:

	2017 £'000	2016 £'000
Amounts due within one year	3	3
Amounts due in two and five years	4	3
	<u>7</u>	<u>6</u>

22 Capital commitments

	2017 £'000	2016 £'000
Expenditure contracted for but not provided in the Financial Statements	473	93

At 31 August 2017, the trust was committed to a project to install a new fire safety system at WGSG. The total anticipated future costs of the project at year end were £174k, and these will be funded by an approved CIF capital grant from the ESFA. A further commitment related to completion of a roofing project at WGSB. The total anticipated cost of the project was £294k, with £160k having been incurred as at 31 August 2017. The expected future costs of the project at year end were £134k which will be funded by an approved CIF capital grant from the ESFA. Finally, the trust was committed to completion of a new toilets project at WGSB. The total anticipated cost of this project was £170k, with £5k having been incurred as at 31 August 2017. The expected future costs of the project at that date were £165k which will be funded by an approved CIF capital grant from the ESFA.

ENDEAVOUR MAT (FORMERLY WILMINGTON GRAMMAR SCHOOL FOR GIRLS) NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2017

23 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 the Academy Trust 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 transaction took place in the period of account.

Wilmington Grammar School for Boys ("WGSB"), a company incorporated in the UK (registration no. 07682311) and an academy trust, was in the period prior to 1 April 2017, when it joined the MAT, a related party by virtue of the fact that D Lodge, a trustee and accounting officer was also the accounting officer and executive head teacher of WGSB. Each academy enjoyed a close, collaborative relationship with the other, including a joint sixth form. This entailed sharing certain costs which when incurred by one academy, is recharged to the other, at cost. These arrangements continued after 1 April 2017 but transactions after that date are internal to the academy trust.

During the year ended 31 August 2017 and in particular, in the period prior to 1 April 2017, income of £65,022 (2016: £54,687) was generated and expenditure of £11,526 (2016: £34,163) was incurred in respect of such recharges. At 31 August 2017, £nil (2016: £50,893) was owed by WGSG.

On 01 April 2017 all assets, liabilities and operations of Wilmington Grammar School for Boys were transferred to Endeavour MAT. Further details are set out in note 26 to these financial statements.

In entering into these transactions, the Academy Trust has complied with the requirements of the Academies Financial Handbook 2016.

24 Members' liability

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

25 Agency arrangements

The academy trust distributes 16-19 bursary funds to students as an agent for the ESFA. In the accounting period ending 31 August 2017 the trust had unspent funds brought forward of £3,034 received £12,713 (2016: £12,550) and disbursed £15,747 (2016: £9,735) from the fund. An amount of £Nil (2016: £3,034) is included within creditors: amounts falling due in less than one year relating to undistributed funds.

26 Transfer of existing academies into the Trust

On 01 April 2017 Wilmington Grammar School for Boys joined the Trust and all the operations and assets and liabilities were transferred to Endeavour MAT from Wilmington Grammar School for Boys for £nil consideration.

The transfer has been accounted for as a combination that is in substance a gift. The assets and liabilities transferred were valued at their fair values and recognised in the balance sheet under the appropriate headings with a corresponding net amount recognised as a net gain in the statement of financial activities as donations – transfer of existing academies into the Trust.

The following table sets out the fair values of the identifiable assets and liabilities transferred and an analysis of their recognition in the statement of financial activities.

**ENDEAVOUR MAT
(FORMERLY WILMINGTON GRAMMAR SCHOOL FOR GIRLS)
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)**

FOR THE YEAR ENDED 31 AUGUST 2017

26 Transfer of existing academies into the Trust

	2017 £'000
Net assets transferred:	
Freehold land and buildings	18,104
Other tangible fixed assets	19
Cash	422
LGPS pension surplus/(deficit)	(1,286)
	<u>17,259</u>

	Unrestricted Funds £'000	Restricted funds: General Fixed asset £'000 £'000		Total 2017 £'000
Funds surplus/(deficit) transferred:				
Fixed assets funds	-	-	18,269	18,269
LA budget funds	-	237	-	237
LGPS pension funds	-	(1,286)	-	(1,286)
Other funds	39	-	-	39
	<u>39</u>	<u>(1,049)</u>	<u>18,269</u>	<u>17,259</u>

