

Torquay Boys' Grammar School

(A company limited by guarantee)

Annual Report and Financial Statements

for the Year Ended 31 August 2015

Registration number: 07394671

Torquay Boys' Grammar School

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Abbreviations

TBGS	Torquay Boys' Grammar School
TA	Torquay Academy
TBGST	Torquay Boys' Grammar School Multi Academy Trust
MAT	Multi Academy Trust
CFO	Chief Financial Officer
RO	Responsible Officer
TPS	Teachers' Pension Scheme
NI	National Insurance

Torquay Boys' Grammar School

Reference and Administrative Details

Members

Mr B Wills-Pope
Mrs C Weston
Mr V Flower
Mr M Penfold
Mr R Lidbetter
Mrs A C Derbyshire
Mrs L Critchlow

Trustees (Directors) Mr B Wills-Pope, Chair and Chair of Governors at TBGS
Mrs C Weston, Vice Chair and Vice Chair of Governors at TBGS
Mr V Flower, Chair of Governors at Torquay Academy
Mr M Penfold, Chair of Finance Committee at TBGS
Mr R Lidbetter, Chair of Land and Buildings Committee at TBGS
Mrs A C Derbyshire, Chair of Curriculum Committee at TBGS
Mrs L Critchlow, Vice Chair of Governors at Torquay Academy

Audit Committee

Mr A Goward, Chair
Mr P Roberts, Finance Committee at Torquay Academy
Mr N Tampkin, Finance Committee and Responsible Officer at TBGS

Chief Executive Officer

Mr R E Pike, (resigned 31 October 2014)

Chief Financial Officer

Mrs C Beckett

Company Secretary

Mr A S Medhurst

Torquay Boys' Grammar School

Reference and Administrative Details (continued)

TBGS Governors	Mr A Goward, (Community)	
	Mr A Hinds, (Community)	
	Mr D Hore, (Staff)	
	Mr T Milsom, (Community) (Resigned 31 August 2015)	
	Dr J Mulvey, (Staff) (Resigned 31 August 2015)	
	Mrs S Payne, (Parent)	
	Mr K Smith, (Staff)	
	Mrs J Stevens, (Parent) (resigned 30 September 2014)	
	Prof N Talbot, (Community)	
	Mr N Tampkin, (Community and Responsible Officer)	
	Mr J Bedford, (Parent)	
	TA Governors	Mr S Dobbs, (Other)
		Mr P Roberts, (Community)
		Mrs A Rochford, (Community)
Mrs T Ross, (Parent/Community)		
Mrs M Seymour-Hanbury, (Other)		
Mrs K Barton, (Community)		
Mr M Wibberley, (Community)		
Mr T Cowell, (Community) (resigned 31 December 2014)		
Miss S Pappin, (Staff) (resigned 14 June 2015)		
Mrs M Bray, (Staff)		
Mr C Mealey, (Community) (appointed 5 May 2015)		
Mr I Westwood, (Parent) (appointed 18 April 2015)		
Mr O Gratton, (Staff) (appointed 3 July 2015)		
Head Teacher	Mr P Lawrence	
Principal	Mr S Margetts	

Torquay Boys' Grammar School

Reference and Administrative Details (continued)

TBGS Senior Management Team	Mr P Lawrence, Headteacher
	Mr S J Dobbs, Deputy Head
	Mrs L V Kings, Deputy Head
	Mr A P Kosmaczewski, Deputy Head
	Dr S M Lee, Deputy Head
	Mr S Lyne-Ley, Acting Assistant Head
	Mr A S Medhurst, Business Manager
TA Senior Leadership Team	Mr S Margetts, Principal
	Mr E Pugh, Vice Principal
	Mr M Bindon, Vice Principal
	Mr G Harries, Assistant Principal
	Mr G Penrice, Assistant Principal
	Dr P Hocking, Assistant Principal
	Mr M Gale, Assistant Principal (appointed 1 September 2014)
	Mrs N Sanders, Assistant Principal at TA (appointed 1 September 2015)
	Mr L Withers, Assistant Principal (appointed 1 September 2015)
	Mr B Chadwick, Leader of Behaviour and Alternative Provision
Mrs E Watling, Child Protection Officer	
Mrs C Beckett, Finance Director	
Registered Office	Torquay Boys' Grammar School Shiphay Manor Shiphay Torquay TQ2 7EL
Company Registration Number	07394671
Auditors	Francis Clark LLP Chartered Accountants and Statutory Auditor Sigma House Oak View Close Edginswell Park Torquay TQ2 7FF

Torquay Boys' Grammar School

Reference and Administrative Details (continued)

Bankers	HSBC 4 Strand Torquay TQ1 2AB
	Lloyds 51-52 Fleet Street Torquay Devon TQ2 5DW
Solicitors	Stone King LLP 13 Queens Square Bath BA1 2HJ
	Michelmores LLP Woodwater House Pynes Hill Exeter EX2 5WR
	Boyce Hatton 58 The Terrace Torquay Devon TQ1 1DE

Torquay Boys' Grammar School

Trustees' Report for the Year Ended 31 August 2015

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

The trust operates two academies for pupils aged 11 to 18. Torquay Boys' Grammar School (TBGS) has no specific catchment area and is a selective academy with entry by examination. Torquay Academy (TA) serves a catchment area in Torquay and the immediate locality.

Torquay Boys' Grammar School has a pupil capacity of 1140 and a roll of 1097 in the school census in May 2015. Torquay Academy has a pupil capacity of 1200 and a roll of 971 on the school census in May 2015.

TBGST has a combined pupil capacity of 2340 and had a roll of 2068 in the census in May 2015.

Structure, governance and management

Constitution

The academy trust is a company limited by guarantee and an exempt charity, and was incorporated on 1 October 2010. TBGS was granted Academy status on 1 November 2010 and became a Multi Academy Trust (MAT) on 1 September 2012 with the inclusion of TA, as a Sponsored Academy by TBGS. The charitable company's memorandum and articles of association are the primary governing documents of the academy trust. The trustees of Torquay Boys' Grammar School Trust (TBGST) are also the directors of the charitable company for the purposes of company law.

Details of the trustees who served during the year are included in the Reference and Administrative Details on page 1.

The Trustees appoint a Local Governing Body to serve at each school, assisting the Trustees. Details of the Local Governing Bodies along with the Senior Leadership Teams are shown within the Reference and Administrative Details on pages 2 and 3.

Members' liability

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

Trustees' indemnities

The MAT through its Articles has indemnified its Trustees and Governors to the fullest extent permissible by law. During the period the MAT also purchased and maintained liability insurance for its trustees.

Method of recruitment and appointment or election of Trustees

Recruitment and appointment of Trustees is currently through the position of Chair of Governing Body committees at TBGS along with the Chair and Vice Chair of Governors for each constituent academy. There have been no changes to membership in the last year.

Torquay Boys' Grammar School

Trustees' Report for the Year Ended 31 August 2015

Policies and procedures adopted for the induction and training of Trustees

The Trustees have considered very carefully whether any changes need to be made to the constitution of the MAT Board of Trustees or Governance of each academy. It has been decided that none are necessary at present as there is no intention currently to expand the Multi-Academy Trust.

A skills audit has taken place at Local Governing Body level to review the breadth of professionalism within the Governing Bodies. This information will underpin the appointment of new Governors who in turn support the work of the Trustees.

Currently, Trustees are appointed by virtue of their position as Chair and Vice Chair of the Local Governing Bodies plus Chairs of Committees at TBGS.

All Trustees are offered the opportunity to attend Governor and other training sessions. In the last year this has included attending the National Governors Association meeting where the Regional Education Commissioner was speaking. Trustees are also invited to visit the academies whilst in session to help them understand the daily routines of the individual schools.

Principal Activities of the Trust

The principal activity of the Trust is to provide education of the highest quality to the students of the schools as set out in the articles and funding agreement. In delivering this provision we will endeavour to:

- Retain academic results comparable to the highest quality in the country at the Grammar School (TBGS)
- To pursue the highest standard of Teaching and Learning across the MAT
- To encourage all students to aspire to achieve their maximum potential
- To provide pastoral care and guidance from expert staff
- To promote the highest endeavour and skill in sport, expressive and creative activities
- To fully resource the academies in all their activities
- To maintain and improve both local and national reputation
- To maintain and improve the 'Outstanding' quality at TBGS as identified by Ofsted in 1996, 2003 and 2007 and through the sponsorship by TBGS to work to achieve a similar result at TA.
- To encourage and promote transitional activities with local feeder schools in order to build relationships and improve transition between the schools.

Torquay Boys' Grammar School

Trustees' Report for the Year Ended 31 August 2015

Organisational structure

Torquay Boys' Grammar School (TBGS) is the founder member of the multi academy trust and the sponsor school for Torquay Academy. There are no other external organisations connected to the Trust.

TBGS is a successful grammar school and features in the top 20 grammar schools in the country. It is a member of the South West Academic Trust and of the Boys' Academic Selective Schools organisation.

Torquay Academy is a non-selective school in an area of selective education. It serves an area of high social need and within its student population 46% qualify for Pupil Premium funding, compared to 8% Pupil Premium at TBGS in the year. The percentage at TBGS is rising following successful outreach work by TBGS in primary schools targeting pupil premium students to raise aspirations.

Torquay Academy is a member of PiXL, Challenge Partners, Uncommon Schools, Torbay Learning Alliance and the Devon Learning Alliance. TA values these memberships to support its aspirational target to be recognised as 'Outstanding' by Ofsted.

Each academy has its own Governing Body who support the local Senior Leadership Teams to make both strategic and day to day operational decisions. The Headteacher / Principal of each academy reports to Trustee meetings on current progress.

Following the permanent appointment of Mr Peter Lawrence as Headteacher of TBGS in September 2014, the role of Chief Executive Officer finished in October 2014 and the role of Accounting Officer reverted to the Headteacher of the grammar school.

Collaboration between the academies within the Trust and with local primary schools has continued to increase. In particular, TA works with its feeder primaries in the areas of Literacy, Numeracy and Science. Other areas of collaboration are being explored and all local Year 5 children had the opportunity to spend a day at Torquay Academy. In total 600 students attended on the 3 days offered.

The Board of Trustees receive regular reports from the Headteachers and the CFO and has strategic oversight of the Trust.

Objectives and activities

Objects and aims

Through high quality Teaching and Learning and the opportunities that are afforded to the students, the key objectives for the students of the MAT are:

- To embrace the love of learning
- To develop their own creative talents and have the opportunity to extend these beyond the classroom
- To fulfil their intellectual potential by providing opportunities to extend their horizons
- To provide individuals skills to respond to a changing world with confidence and humility
- To encourage reflection, open-mindedness and principles that will enable each individual to make a positive contribution to their community and beyond.

Torquay Boys' Grammar School

Trustees' Report for the Year Ended 31 August 2015

Objectives, strategies and activities

To enable the MAT to achieve its objectives, we are committed to appointing the highest quality staff with a broad range of skills and experience. Continued professional development is encouraged for all staff to maximise their potential to ensure the students are able to achieve their full potential.

At TBGS the School Development Plan reflects the need to embrace the changes in school accountability measures by focusing on the importance of targeted interventions for any underachieving student as identified by sensitive use of all available performance data. There are no such thing as pivotal pupils, it is important to maximise the potential of all students. Furthermore, at TBGS there will be a renewed emphasis on the performance of students from year 7 upwards as establishing excellent learning habits from the start is the key to sustained success.

The TA 2020 Vision, as set out under the leadership of Mr S Margetts, continues to underpin the rapid progress that TA has experienced during the year. Strategies include improvements in behaviour, teaching and learning and the outcomes and aspirations of all students. These strategies have been reflected in the calm ambience of the school, the changing ethos of students and their desire to achieve and the 2015 GCSE results. These changes were recognised during an unannounced visit by Ofsted in March 2015 and subsequently by Sir David Carter, the South West Regional Education Commissioner during his visit in May 2015. The 2020 Vision is the foundation for all improvement strategies which TA are rigorously embracing and implementing via their Academy Improvement Plan.

Public benefit

The MAT uses the expertise within the staffing to strengthen the links with local primary schools in Torbay and the surrounding area. This is demonstrated through:

- Work of the Literacy and Numeracy Co-ordinators to improve access to the curriculum by transitional work with KS2 students prior to starting Secondary education
- Improving participation in Science by developing access to specialist facilities for KS2 students
- Working with Primary students through the 'Multi-Academy Trust championing Health, Education and Sport', (Matches) programme to promote physical wellbeing, engagement, development and competitive activities providing specialist instruction and facilities
- Continuous professional development working with primary teachers to support Gifted and Talented programmes in the Primary schools
- Improving outcomes for vulnerable students through dedicated and specialist staff who are able to ensure provision of appropriate support and resources
- Provision of subsidised music lessons
- Supporting students from low income families to enable them to access activities which may otherwise be out of their reach.

The Trustees confirm that they have complied with the duty in Section 4 of the Charities Act 2006 to have regard to the public benefit guidance provided by the Charity Commission.

Torquay Boys' Grammar School

Trustees' Report for the Year Ended 31 August 2015

Strategic Report

Strategic oversight of the MAT is provided by the regular meetings of the Board of Trustees.

The stability of the new senior leadership teams under the relatively newly appointed Headteacher and Principal has provided the opportunity to embed robust policies and procedures which will strengthen and improve the outcomes of all students.

In addition, robust financial planning under the direction of the Chief Financial Officer will enable the Trust to ensure financial viability going forward.

Trustees receive reports from each of these key postholders at their regular meetings, ensuring that they are kept informed of all key operational areas.

Achievements and performance

Key performance indicators

TBGS continues to have outstanding academic performance at GCSE, A Level and the International Baccalaureate (IB). Achievements of the students are shown below:

A Level - 128 Students sat A2 exams with a 99.5% Pass rate with 74.2% passing at A*/A/B

IB - 31 students sat the IB Diploma with 100% Pass rate and an average score of 36 points against an International average of 29 points

GCSE - 155 students sat GCSE exams with 99.4% passing with 5 A* to C grades including English and Maths and 57.08% of all grades were A*/A.

The success of the IB compared to national average and the increasing popularity of this qualification amongst students both internally and externally is a particular strength for the sixth form.

At Torquay Academy the results saw a significant improvement thanks to the hard work of both students and staff and the many targeted improvement interventions.

There were nineteen students in the cohort completing their 6th form studies. This was the first year that sixth form took A Levels. Each of these has successfully moved to the next stage of their development. Twelve students have continued to University and the remainder have either secured employment or obtained apprenticeships or internships.

GCSE – 170 students took GCSE's. 91% of students achieved A* - C in English, 75% in Maths and 50% achieved 5A* - C including English and Maths. This was an improvement of 22% over 2014 making it one of the three most improved schools in the South West.

Pupil Premium and SEN students both achieved well with the gap in achievement below the national average.

During the academic year overall attendance at TBGS was 94.5% in the lower school, this was an improvement from the previous year from 93.3%. The whole school attendance was 89.1% compared with 88.7% the previous year.

Attendance at TA during the academic year was 93.6%. This is an improvement from the previous year of 1.0%. Strategies to improve attendance included dedicated Inclusion Officers who relentlessly follow up all absence. Support for gradual return to school for school refusers is in place and also where medical conditions prevent full attendance.

Torquay Boys' Grammar School

Trustees' Report for the Year Ended 31 August 2015

Strategic Report

Going concern

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

Financial review

Incoming resources for the period totalled £12,614,000, (2014 £12,152,000), and resources expended totalled £13,271,000 (2014 £13,122,000). After a loss of £34,000 (2014 loss of £368,000) on the LGPS pension scheme the net movement in funds for the period was a decrease of £691,000 (2014 decrease of £1,338,000).

Liquid assets of the MAT indicate that there are sufficient funds to maintain the successful operation of the academies as Going Concerns.

Reserves policy

The Trustees will aim to hold a reserve of 3 – 5% to enable it to manage any changes to funding levels without the need to suddenly reign back expenditure. This will allow for fluent delivery of education year on year. Reserves in excess of this amount will only be held if prudent to do so, to save for a specific project and where by doing so does not impact on the education of the incumbent cohort.

A Sink Fund has been created to ensure that the All Weather Pitch at TA can be adequately maintained and refurbished as required.

Investment policy

The Trustees have determined that the funds available are sufficient for the day to day running of the schools. Any funds not required for immediate expenditure may be transferred to low risk, short term deposits with existing banks to maximise interest receipts. All other funds are held in current accounts and should not be exposed to high risk investments.

Torquay Boys' Grammar School

Trustees' Report for the Year Ended 31 August 2015

Strategic Report

Principal risks and uncertainties

Three significant risks and uncertainties have been identified:

1. Uncertainty of public funding for education establishments is common across the country with funding not confirmed for future years. This is exacerbated by the recent increase in TPS employer contributions as well as impending NI increases which have been announced but for which no additional central funding will be available. This could put pressure on our ability to retain the level and experience of staff to maintain and improve outcomes. Continual scrutiny of all expenditure and income opportunities and three year budget forecasts will help to minimise the impact of these funding issues.
2. A significant change in student numbers as a result of either changes to national policy or popularity which may result from changing Ofsted ratings. TBGS may be affected in particular by changes to 16-18 opportunities as more options are presented through national strategies. TA continues to have an increasing roll despite their current Ofsted rating. This is testament to the work of the Leadership to relentlessly drive achievement up in all areas, striving for each individual to reach their potential. It is necessary that there is no complacency as history has shown that popularity and perception of the school can have a massive impact on numbers.
3. The increasing popularity of TA combined with the growing Sixth Form will shortly result in the school being at full capacity. This is under constant review by the Trustees as to how best to manage this positive challenge.

Plans for future periods

At TBGS the curriculum is under review both at Key Stage 4 and Post 16 in the light of specification changes and the introduction of Progress 8 as an accountability measure. In the last year the number of students studying the International Baccalaureate has continued to grow with an increasing number of external students choosing to join the sixth form to study the IB. The continued success of this qualification compared to the National average is a key factor. This continues to be highly relevant qualification for university entry as evidenced by the higher proportion of students receiving offers from Russell group universities.

Following a review of the curriculum offering at TA a decision has been made to operate a two year KS3 and increase KS4 to three years. This change will be effective from September 2015 and should provide for a more robust teaching of the key skills and learning techniques for each of the chosen disciplines.

Post 16 courses are continually being reviewed to ensure that the progression of the relatively new sixth form adapts to the needs of the growing Post 16 population. Intake into Year 12 in 2015 has grown by 33% year on year and a greater focus on Level 3 over Level 2 courses has been necessary.

Torquay Boys' Grammar School

Trustees' Report for the Year Ended 31 August 2015

Funds held as Custodian Trustee on behalf of others

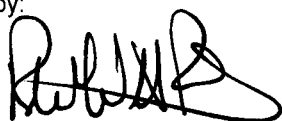
The Trust holds funds only for the benefit of the Trust and the academies' population for the provision of education.

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.

Approved by order of the members of the Board of Trustees on 8th Dec 15 and signed on its behalf by:



Mr B Wills-Pope
Trustee

Torquay Boys' Grammar School

Governance Statement

Scope of responsibility

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

The Board of Trustees has delegated the day-to-day responsibility to the Headteacher of TBGS, 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 TBGST and the Secretary of State for Education. They are also responsible for reporting to the Board of Trustees any material weaknesses or breakdowns in internal control.

Governance

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

Trustees	Meetings attended	Out of a possible
Mr B Wills-Pope	5	5
Mrs C Weston	3	5
Mr M Penfold	5	5
Mrs A C Derbyshire	5	5
Mr R Lidbetter	4	5
Mr V Flower	4	5
Mrs L Critchlow	4	5

In addition to the Trustees listed above, the following also attended the meetings of the Board of Trustees. Attendance was as follows:

Mr R E Pike (CEO and Accounting Officer)	1	1
Mr P Lawrence (Headteacher at TBGS and Accounting Officer)	5	5
Mr S Margetts (Principal, Torquay Academy)	5	5
Mrs C Beckett (Chief Finance Officer)	5	5
Mr A S Medhurst (Company Secretary)	4	5

The Board of Trustees has remained unchanged throughout the year except that Mr R Pike resigned as CEO and Accounting Officer on 31 October 2014. Mr P Lawrence the Headteacher of TBGS succeeded to the role of Accounting Officer at this time.

Governance reviews

Trustees have discussed the constitution of the Trust and the future appointment of Trustees. It has been agreed that no change should be made to the format of Governance however, a document has been produced giving clarity over accountability and responsibility of both the Trustees and the Local Governing Bodies.