

**FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2015**

FOR

**SCHOOL PARTNERSHIP TRUST ACADEMIES
(a company limited by guarantee)**

**COMPANY REGISTERED NUMBER: 07386086
AND AN
EXEMPT CHARITY**

SCHOOL PARTNERSHIP TRUST ACADEMIES
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SCHOOL PARTNERSHIP TRUST ACADEMIES
REFERENCE AND ADMINISTRATIVE DETAIL

Company Members

Lesley Bailey (from 10 November 2015)
Christopher Billington (until 31 August 2015)
Sean Cavan (from 19 March 2015)
Sir R P Edwards (until 10 November 2015)
Paul Forbes (from 16 October 2014 until 2 March 2015)
Ian Garforth (until 10 November 2015)
Steven Hodsman (from 10 November 2015)

Company Directors

Sir R P Edwards (CEO and Accounting Officer until resigned 21 October 2015)
Paul Forbes* (until 2 March 2015, Chair from 16 October 2014 until 2 March 2015)
Sean Cavan*^ (Chair from 19 March 2015)
Lesley Bailey* (Appointed 18 December 2014)
Christopher Billington^ (Chair until resigned 23 September 2014)
Karen Bromage (Co-opted 19 March 2015, appointed 17 June 2015)
Natalie Cox*^ (Appointed 18 December 2014)
Ian Garforth* (Appointed 7 October 2014, removed 15 December 2015)
Paul Hirst* (Appointed 7 October 2014, resigned 14 December 2015)
Steven Hodsman*^ (Appointed 18 December 2014)

*The following directors were also members of the Audit and Finance or Audit and Risk Committee during the year. Sean Cavan resigned from the Audit Committee once he became Chair of the Board of Directors.

^The following directors were also members of the Remuneration Committee during the year.

Senior staff

Vacancy (Chief Executive Officer)
Paul West (Director of Education and Acting Accounting Officer)
Karen Bromage (Director of Finance)
Christopher Mitchell (Regional Director of Education)
Gillian Wiles (Regional Director of Education)
Gail Young (Regional Director of Education)

SCHOOL PARTNERSHIP TRUST ACADEMIES

REFERENCE AND ADMINISTRATIVE DETAIL

The School Partnership Trust Academies includes the following academies, all of which have local Education Advisory Bodies.

<p>Principal: David Williams Ash Hill Academy Ash Hill Road Hatfield Doncaster DN7 6JH</p>	<p>Executive Principal: Anne Elliott Head of Academy: Lisa Hillier Crookesbroom Primary Academy Crookesbroom Lane Hatfield Doncaster DN7 6JP</p>
<p>Principal: Trudi Bartle Craven Primary Academy New Bridge Road Hull HU9 2DR</p>	<p>Principal: Gareth Mason De Lacy Academy Middle Lane Knottingley WF11 0BZ</p>
<p>Principal: Gill Pollard De Warenne Academy Gardens Lane Conisbrough Doncaster DN12 3JY</p>	<p>Principal: Karen Squire Don Valley Academy and Performing Arts College Jossey Lane Scawthorpe Doncaster DN5 9DD</p>
<p>Executive Principal: Christine Le Voguer Head of Academy: Julie Beardwell East Garforth Primary Academy Aberford Road Garforth Leeds LS25 2HF</p>	<p>Executive Principal: Anne Elliott Head of Academy: Samantha Thompson England Lane Academy England Lane Knottingley WF11 0JA</p>
<p>Executive Principal: David Waterson Head of Academy: Melanie Hewitt Estcourt Primary Academy Estcourt Street Hull HU9 2RP</p>	<p>Principal: Andrew Woodhouse Garforth Academy Lidgett Lane Garforth Leeds LS25 1LJ</p>
<p>Principal: Louise Chappell Grange Lane Infant Academy Grange Lane Doncaster DN11 0QY</p>	<p>Principal: Tammie Prince Green Lane Primary Academy Ribblesdale Avenue Garforth Leeds LS25 2JX</p>

SCHOOL PARTNERSHIP TRUST ACADEMIES

REFERENCE AND ADMINISTRATIVE DETAIL

<p>Executive Principal: Anne Elliott Principal: Helen Acton Hatfield Woodhouse Primary School Main Street Hatfield Woodhouse Doncaster South Yorkshire DN7 6NH</p>	<p>Executive Principal: David Waterson Head of Academy: Lucy Carlisle Highfields Primary Academy Coppice Road Highfields Doncaster DN6 7JB</p>
<p>Principal: Karen Keaney Hull Trinity House Academy 95 -133 George Street Hull HU1 3BW</p>	<p>Principal: David Willard Ingleby Manor Free School 72 Jay Avenue Teeside Industrial Estate Stockton on Tees TS17 9LZ</p>
<p>Principal: Mark Rushby John Whitgift Academy Crosland Road Grimsby South Humberside DN37 9E</p>	<p>Principal: Vicki Pearson Kingston Park Academy Long Lane Carlton-in-Lindrick Worksop S81 9AW</p>
<p>Executive Principal: Christine Le-Voguer Head of Academy: Emma Hanson Leamington Primary and Nursery Academy Clare Road Sutton in Ashfield NG17 5BB</p>	<p>Executive Principal: Julie Saunders Head of Academy: Sarah Clarkson Macaulay Primary Academy Macaulay Street Grimsby DN31 2ES</p>
<p>Principal: Hayley Clacy Manor Croft Academy Old Bank Road Earlsheaton Dewsbury WF12 7DW</p>	<p>Principal: Zoe Bidmead Melior Community Academy Chandos Road Scunthorpe DN17 1HA</p>
<p>Executive Principal: David Waterson Head of Academy: Jacqueline Overfield Mersey Primary Academy Derwent Street Hull HU8 8TX</p>	<p>Principal: Eleanore Pickard Park View Primary Academy Harlech Road Leeds LS11 7DG</p>

SCHOOL PARTNERSHIP TRUST ACADEMIES

REFERENCE AND ADMINISTRATIVE DETAIL

<p>Executive Principal: Vilma Orchard Head of Academy: Andrea Nuttall Pheasant Bank Academy West End Lane Doncaster DN11 0PQ</p>	<p>Principal: Michael Smith Queen Elizabeth's Academy 150 Chesterfield Road South Mansfield NG19 7AP</p>
<p>Principal: Jamie Lawler Rossington All Saints Academy Bond Street New Rossington Doncaster DN11 0BZ</p>	<p>Principal: Michelle Benton Rowena Academy Gardens Lane Conisbrough Doncaster DN12 3JY</p>
<p>Principal: Christine Edwards Serlby Park Academy Whitehouse Road Bircotes Doncaster DN11 8EF</p>	<p>Executive Principal: Anne Elliott Head of Academy: Sarah Annible Simpson's Lane Academy Sycamore Avenue Knottingley WF11 0PL</p>
<p>Principal: Jennifer Morrell Head of Academy: Jayne Smith Strand Primary Academy Strand Street Grimsby DN32 7BE</p>	<p>Executive Principals: Samantha Campbell and Elizabeth Pickard St Wilfrid's Academy St Wilfrid's Road Doncaster DN4 6AH</p>
<p>Executive Principals: Samantha Campbell and Elizabeth Pickard Head of Academy: Alice Ngondi The Elland Academy 118 Gelderd Road Leeds LS12 6DQ</p>	<p>Executive Principal: Samantha Campbell Principal: Catherine Farrell The Grove Academy 59 Grove Road Harrogate HG1 5EP</p>
<p>Executive Principal: David Waterson Head of Academy: David Irving The Parks Academy Courtway Road Hull HU6 9TA</p>	<p>Principal: Nicola Williams The Vale Academy Grammar School Road Brigg DN20 8BA</p>

SCHOOL PARTNERSHIP TRUST ACADEMIES

REFERENCE AND ADMINISTRATIVE DETAIL

<p>Principals: John Parkin and Linda Maskill Vale Primary Academy Ferrybridge Road Knottingley Wakefield WF11 8JF</p>	<p>Executive Principal: Patricia Gavins Heads of Academy: Tamara Hazelhurst and Pippa Robinson Wainwright Primary Academy Harrop White Road Mansfield NG19 6TF</p>
<p>Principal: Jennifer Morrell Head of Academy: Lisa McCall Weelsby Academy Weelsby Street Grimsby DN32 7PF</p>	<p>Executive Principal: Patricia Gavins Head of Academy: Donna Brown Whetley Academy Whetley Lane Bradford BD8 9HZ</p>
<p>Executive Principal: Julie Saunders Principal: Charlotte Raw Willoughby Road Primary Academy Willoughby Road Scunthorpe DN17 2NF</p>	<p>Principal: Ruth Beckett Willows Academy Queensway Grimsby DN37 9AT</p>
<p>Principal: Abigail Owen Willow Green Academy Hampden Close Ferrybridge WF11 8PT</p>	<p>Principal: Sharon Hatton Worlaby Academy Low Road Worlaby Brigg DN20 0NA</p>
<p>Principal: Carol Walker Wybers Wood Academy Timberley Grimsby DN37 9QZ</p>	
<p>Head Office: School Partnership Trust Academies Unit 2, Carolina Court Wisconsin Drive Lakeside Doncaster DN4 5RA</p>	<p>Registered Office: C/o School Partnership Trust Education House Fusion Court Aberford Road Garforth Leeds LS25 2GH</p>

**SCHOOL PARTNERSHIP TRUST ACADEMIES
REFERENCE AND ADMINISTRATIVE DETAIL**

Company Registration Number	7386086 (England and Wales)
Auditors	RSM UK Audit LLP (formerly Baker Tilly UK Audit LLP) 2 Whitehall Quay Leeds LS1 4HG
Bankers	Royal Bank of Scotland 5 Church Street Sheffield S1 1HF
Solicitors	Ward Hadaway 1A Tower Square Wellington Street Leeds LS1 4DL

SCHOOL PARTNERSHIP TRUST ACADEMIES

REPORT OF THE DIRECTORS AND THE STRATEGIC REPORT For the Year Ended 31 August 2015

The directors present their annual report together with the financial statements and auditor's report of the charitable company for the year ended 31 August 2015.

Structure, Governance and Management

Constitution

School Partnership Trust Academies (SPTA) was incorporated on the 23 September 2010. It is a company limited by guarantee with no share capital (registration no. 07386086) and is an exempt charity under the Academies Act 2010. The charitable company's memorandum and articles of association dated 11 October 2010, are the primary governing documents of SPTA. Directors of the charitable company are nominated by either the Secretary of State for Education or by the members. Directors are volunteers drawn from both the public and private sectors. SPTA is a single-trust multi-academy sponsor, with a clear geographical context, mainly in the Yorkshire and Humber region. It acts as one employer across all the academies which it sponsors.

Members' liability

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

Trustees Indemnities

In accordance with normal commercial practice SPTA has purchased insurance to protect Directors/Trustees and Officers from claims arising from negligent acts, errors or omissions occurring whilst on Trust business. The insurance provides cover up to £1,000,000 on any one claim.

Governance

The Members have an overview of the governance arrangements of the Trust and the power to appoint and remove directors. The directors of the charitable company are directors for the purposes of the Companies Act 2006 and trustees for the purposes of charity legislation.

The members and directors, who were in office at 31 August 2015 and up to the date of signature of the financial statements and served throughout the year, are listed on page 3.

Board members act collectively and they do not have individual executive authority, with the exception of the Chief Executive Officer (CEO). The Board has delegated to the CEO all responsibility for the day-to-day management of the company. Where a matter is not specifically reserved to the Board, the CEO has authority to act. During the year under review the Board of Directors (BoD) held 5 meetings.

Sub-committees of the BoD, together with their Terms of Reference were reviewed during the year. It was agreed that the Finance and Audit Committee should be split into two separate committees, the Audit and Risk Committee and the Finance and Capital Committee. The Remuneration Committee continued with updated Terms of Reference. The Finance and Audit Committee met twice prior to the changes to the committee structures and the Audit and Risk Committee, together with the Finance and Capital Committee met once. The new committees currently comprise of all Non-Executive Directors. The Remuneration Committee meets annually and comprises of at least three board members. Each committee will present the minutes of its meetings to the BoD as soon as possible after each committee meeting. The committees will make recommendations to the BoD as they consider appropriate.

SCHOOL PARTNERSHIP TRUST ACADEMIES

REPORT OF THE DIRECTORS AND THE STRATEGIC REPORT For the Year Ended 31 August 2015

Structure, Governance and Management (continued)

SPTA are currently reviewing governance structures with a view to recruiting additional members and directors. This will help to diversify and strengthen further the BoD by recruiting particular skills sets that have been identified and aim to balance the required skills across full BoD membership. The BoD appointed during the year three directors, which were recruited from the Chairs of SPTA Education Advisory Bodies.

Each individual Academy within the group has a local committee, an Education Advisory Body (EAB), which is a sub-committee of the main SPTA Board. The EAB plays a key role in the life of each Academy. Our model of governance delegates almost all procedural and statutory powers in relation to the operation of each academy to its EAB and Academy Principal, through a published handbook and scheme of delegation.

The EAB is responsible for overseeing the broad academy objectives for their own locality – working with the Academy Senior Leadership Team (SLT) to improve the whole life of the academy and its impact on its community.

The EAB at each academy met as a minimum, at least once each term, with an additional meeting at the start of the academic year.

The training and induction provided to new Directors and EAB members will depend on their existing experience, where necessary induction will provide training on charity, educational, legal and financial matters. All new EAB members will also be given a tour of the Academy and the chance to meet with staff and students. All Directors and EAB members are provided with copies of policies. As there are normally only two or three new EAB members a year, induction tends to be done informally and is tailored specifically to the individual. SPTA also have a Continual Professional Development (CPD) programme and an online resources and training tool which can be accessed by all EAB members.

The structure of the Education Advisory Bodies, are detailed within the SPTA Governance Handbook, of which all academies have a copy. There is also a published guidance framework for EAB assurance activities.

Organisational Structure

School Partnership Trust Academies (SPTA) included 46 academies within the year ending 31 August 2015. These are as follows:

Name	Date joined SPTA	Type
Garforth Academy	1 st November 2010	Secondary
Green Lane Primary Academy	1 st November 2010	Primary
Rossington All Saint Academy	26 th April 2011	Secondary
Ash Hill Academy	1 st September 2011	Secondary
Don Valley Academy and Performing Arts College	1 st September 2011	Secondary
Grange Lane Infant Academy	1 st September 2011	Infant
John Whitgift Academy	1 st September 2011	Secondary
Pheasant Bank Academy	1 st September 2011	Junior
Serlby Park Academy	1 st September 2011	3 - 19
The Vale Academy	1 st September 2011	Secondary
Rowena Academy	1 st November 2011	Infant
De Warenne Academy	1 st December 2011	Secondary
Queen Elizabeth's Academy	1 st January 2012	Secondary
Crookesbroom Primary Academy	1 st April 2012	Primary
De Lacy Academy	1 st April 2012	Secondary
Hatfield Woodhouse Primary School	1 st April 2012	Primary
Highfields Primary Academy	1 st April 2012	Primary

SCHOOL PARTNERSHIP TRUST ACADEMIES

REPORT OF THE DIRECTORS AND THE STRATEGIC REPORT For the Year Ended 31 August 2015

Structure, Governance and Management (continued)

Name	Date joined SPTA	Type
Hull Trinity House Academy	1 st April 2012	Secondary
Vale Primary Academy	1 st July 2012	Primary
Weelsby Academy	1 st July 2012	Primary
Simpson's Lane Academy	1 st August 2012	Primary
Willow Green Academy	1 st August 2012	Primary
Worlaby Academy	1 st August 2012	Primary
Park View Primary Academy	1 st September 2012	Primary
Wainwright Primary Academy	1 st September 2012	Primary
Strand Primary Academy	1 st October 2012	Primary
Macaulay Primary Academy	1 st November 2012	Primary
Kingston Park Academy	1 st December 2012	Primary
Whetley Academy	1 st December 2012	Primary
Wybers Wood Academy	1 st December 2012	Primary
Melior Community Academy	1 st January 2013	Secondary
Willows Academy	1 st May 2013	Primary
East Garforth Primary Academy	1 st September 2013	Primary
Leamington Primary and Nursery Academy	1 st September 2013	Primary
Manor Croft Academy	1 st September 2013	Secondary
The Grove Academy	1 st September 2013	Alternative Provision
Mersey Primary Academy	1 st October 2013	Primary
Craven Primary Academy	1 st November 2013	Primary
England Lane Academy	1 st December 2013	Primary
The Parks Academy	1 st December 2013	Primary
Estcourt Primary Academy	1 st April 2014	Primary
Willoughby Road Primary Academy	1 st April 2014	Primary
Ingleby Manor Free School and 6 th Form	1 st September 2014	Secondary
Dawes Lane Academy	1 st September 2014	Alternative Provision
St Wilfrid's Academy	1 st September 2014	Alternative Provision
The Elland Academy	1 st September 2014	Alternative Provision

On the 22 August 2014 a new Master Funding Agreement (MFA) was signed and sealed by the Secretary of State for Education, this superseded all previous MFA's. The new MFA included a Deed of Variation and updated Supplementary Funding Agreements (SFA) for every academy.

Further to the above on the 14 August 2015 and the 29th September 2015, Deeds of Variation were entered into in relation to the Supplementary Agreements for The Vale Academy and Green Lane Primary Academy respectively. These amendments were due to the agreed changes to capacity in both academies.

The Board of Directors (BoD) sets out SPTA group strategy and operational policy in key areas which are then applied within and across all the academies through the organisational framework and schemes of delegation.

The Chief Executive Officer (CEO), along with the Director of Finance are members of the BoD, with the CEO also being the Accounting Officer for SPTA. The CEO however resigned with effect from 21 October 2015 and therefore the Director of Education is currently the Acting Accounting Officer until the vacancy of the CEO can be filled.

SCHOOL PARTNERSHIP TRUST ACADEMIES

REPORT OF THE DIRECTORS AND THE STRATEGIC REPORT For the Year Ended 31 August 2015

Structure, Governance and Management (continued)

The Accounting Officer, on behalf of the BoD, takes personal responsibility for assuring compliance with the Academies Financial Handbook (AFH), the Master Funding Agreement (MFA) and all relevant aspects of company and charitable law. The CEO, with support from the Director of Education and Director of Finance - the Executive Leadership Team (ELT) - have delegated responsibility under the BoD guidance, for the overall organisation, management and staffing of the organisation and for its procedures in financial and other matters, including conduct and discipline. The CEO and ELT provide overall leadership of the Core Improvement Team (CIT).

SPTA supports its academies through the CIT, which has two functions: Academy Improvement and Support Services. Each Academy contributes a proportion of its income to fund these core services. A percentage was set at 3.9% for the period ended 31 August 2015 (2014 - 3.9%) and this will be reviewed annually by the Board of Directors (BoD).

The CIT monitors and supports the work of academies to help ensure consistent practice across the group, especially in the areas of Finance, HR and Recruitment, Facilities and ICT. It also has wide-ranging responsibilities across all group academies for assuring and ensuring educational improvement and for providing key business services as agreed by the BoD.

The CEO or his representative will report as appropriate to each EAB at times throughout the academy year. These reports will complement and enhance reports from the academy and provide information on the progress of the local institution and the actions of the CIT. The school and academy principals will contribute to this reporting process.

All members of the CIT are ultimately accountable to the CEO, Director of Education and Director of Finance. These senior staff who quality assure the work of the CIT, are responsible for the recruitment of staff and ensuring adequate training of CIT members and are accountable for this to the Board of Directors. The CIT will support and inform the production of Academies' Development Plans. The CIT's own Development Plan will reflect the priorities of the group members and be reviewed and adjusted annually against improvement priorities set by SPTA and the EAB's. The CEO and his representatives actively participate in local governance.

The CIT also includes three Regional Directors of Education. The Regional Directors work across the three clusters of academies and together with other members of the CIT, support and inform the production of the Academies Improvement Plans.

Core Team members will advise the EAB on Finance, Human Resources Management and Capital Work Provision (including Health and Safety). The advice received from the CIT is provided on behalf of the BoD and is consequently binding. The EAB must consult with CIT before making any decisions that may affect the agreed levels of delegation as set out within the SPTA Governance Handbook, and the EAB's must report to CIT actions taken within the scope of that delegation.

The Scheme of Delegation also specifies the level of financial control and delegation between the centre and member academies. SPTA will set out the arrangements for assuring financial compliance through internal and external audit processes.

The SLT at each academy differs depending on need and could include: Executive Principal, Principal, Head of Academy, Vice Principal and Assistant Principals. These managers control the Academy at a local level implementing the policies laid down by the Board of Directors and the EAB and reporting back to them. As a group the Senior Leadership Team are responsible for the authorisation of spending within agreed budgets. Some spending control is devolved to members of the Middle Management Team, but all expenditure is countersigned by SLT or at certain levels the Core Finance Team and SPTA Director of Finance.

SCHOOL PARTNERSHIP TRUST ACADEMIES

REPORT OF THE DIRECTORS AND THE STRATEGIC REPORT For the Year Ended 31 August 2015

Structure, Governance and Management (continued)

Connected Organisations and Related Party Transactions

School Partnership Trust Academies has a trading subsidiary School Partnership Services Limited details relating to the subsidiary are disclosed within note 32.

School Partnership Trust is the sponsor to South Leeds Academy Trust, as set out within the Education Brief. SPTA have added additional resources and capacity, including leadership time from within a core team to help deliver a consistent method of operation at South Leeds Academy and to quality assure the work of the Academy and its Strategic Academy Leadership Team.

Two of the directors of SPTA were also directors of School Partnership Trust, which is a charitable organisation that fund raises and offers grants to students in the pursuit of excellence at the SPTA group of academies.

Objectives and Activities

We consider the following outline of our aims, objectives, strategies and activities as demonstrating our commitment to the provision for public benefit.

The principal object and activity of the charitable company is the operation of School Partnership Trust Academies (SPTA), to advance, for the public benefit in the United Kingdom, in particular but without prejudice to the generality of the foregoing by, establishing, maintaining, carrying on, managing and developing schools ('the Academies') offering a broad and balanced curriculum.

In accordance with the Articles of Association the charitable company has adopted a Funding Agreement approved by the Secretary of State for Education. The Funding Agreement specifies, amongst other things, the basis for admitting students to each Academy, the catchment area from which the students are drawn, and that the curriculum should comply with the substance of the national curriculum and their practical applications.

Objects and Aims

The main objectives of School Partnership Trust Academies during the year ended 31 August 2015 are summarised below. All the academies within SPTA aim to be;

- Institutions with high expectations both for the individual and where there is a collective responsibility for raising community aspirations;
- Academies based upon social responsibility, honesty, equality and consideration for others;
- Highly successful academies where self-help, self-determination and self-improvement is encouraged;
- Innovative learning centres which develop lively and enquiring minds for both students and staff;
- Academies which promote inclusion and collaboration, which by working in partnership with local agencies, offer a personalised curriculum for all students;

SCHOOL PARTNERSHIP TRUST ACADEMIES
REPORT OF THE DIRECTORS AND THE STRATEGIC REPORT
For the Year Ended 31 August 2015

Objectives and Activities (continued)

Objects and Aims (continued)

- Academies where courtesy, co-operation, enterprise and initiative are paramount and where tolerance is practised; and
- At the centre of the community as a resource, in its service to others and in promoting community cohesion.

The Academies' main strategy is encompassed within the vision for School Partnership Trust Academies (SPTA):

'this is to provide high quality education and deliver the best outcomes for young people with an ethos based on our four founding principles of Quality, Partnership, Aspiration and Responsibility.'

The Board of Directors has set out six Strategic Objectives for SPTA in February 2015. These can be summarised as follows:

- Accelerate the pace of academy improvement to ensure all our academies deliver the best outcomes for their students. Increase the proportion of 'Good' or better academies within the group;
- Promote a wider educational experience for all our students, in particular those from a socially challenging context;
- Expand our provision for recruitment, training and CPD to ensure the development and maintenance of an expert workforce;
- Ensure our structures of Governance remain robust and appropriate in the context of public accountability and corporate growth;
- Ensure the financial stability and sustainability for SPTA and for each of its academies;
- Commitment to continually improve and maintain our buildings to ensure that the communities we serve have the best facilities within our region.

At its core SPTA values outstanding educational provision for families, firmly rooted in the context of the local community. We seek to support lifelong learning and provide excellence in teaching through the encouragement of high expectations and adherence to traditional values and standards.

Public benefit

We have referred to the public benefit guidance contained in the Charity Commission general guidance when reviewing the Academy's aims and objectives and in planning future activities and we consider the outline contained within this report, of our aims, objectives, strategies and activities as demonstrating our commitment to the provision of public benefit.

SCHOOL PARTNERSHIP TRUST ACADEMIES
REPORT OF THE DIRECTORS AND THE STRATEGIC REPORT
For the Year Ended 31 August 2015

Employee Involvement

School Partnership Trust Academies (SPTA) encourages the involvement of its employees in its management through regular meetings. It is the responsibility of the Executive Leadership Team (ELT) to disseminate information of a particular concern to employees, (including financial and economic factors affecting performance of SPTA) and for receiving their views in important matters of policy.

Equal opportunities and employment of disabled persons

SPTA is committed to ensuring equality of opportunity for all who learn and work here. We respect and value positively differences in race, gender, sexual orientation, ability, class and age. We strive vigorously to remove conditions which place people at a disadvantage and we will actively combat bigotry. This policy will be resourced, implemented and monitored on a planned basis.

SPTA's Equality and Diversity Policy is publicly available.

The academies consider all applications from disabled persons, bearing in mind the aptitudes of the individuals concerned. Where an existing employee becomes disabled, every effort is made to ensure that employment with the SPTA continues. SPTA's policy is to provide training, career development and opportunities for promotion, which are, as far as possible, identical to those for other employees. An equalities policy is published each year and monitored by CIT managers and EAB members.

Disability statement

The academies seek to achieve the objectives set down in the Equality Act 2010.

- Each academy has appointed a responsible person, who provides information, advice and arranges support where necessary for students with disabilities.
- The admissions policy for all students is described in each academy's supplementary funding agreement. Appeals against a decision not to offer a place are dealt with under the admissions policy and with reference to the national guidelines. The policies are reviewed annually by the EAB.
- SPTA, together with each academy has made a significant investment in the appointment of specialist teachers to support students with learning difficulties and/or disabilities. There are a number of student support assistants who can provide a variety of support for learning. There is a continuing programme of staff development to ensure the provision of a high level of appropriate support for students who have learning difficulties and/or disabilities.
- Provision for special education needs is available within each academy.
- Counselling and welfare services are described in each academy's Student Planner, which is issued to students.

SCHOOL PARTNERSHIP TRUST ACADEMIES
REPORT OF THE DIRECTORS AND THE STRATEGIC REPORT
For the Year Ended 31 August 2015

STRATEGIC REPORT

Achievements and Performance

School Partnership Trust Academies (SPTA) opened 4 academies within 2014/15. SPTA continues to support and work with two single trust academies: South Leeds Academy Trust and Knottingley St Botolph's C of E Academy Trust.

The SPTA recognises the important role that Ofsted plays in monitoring standards in the school system. The profile of our academies continues to show improvements against the rigour of the new Ofsted Framework and their focus on achievement.

Primary Academies:

From the inspection of all primary academies to date the following would be key points to note:

- There are now currently 15 academies that are 'good' or better which equates to 52% of all SPTA Primary academies
- 20 primary academies have been inspected whilst sponsored by SPTA.
- Primary academies that have been inspected include;
 - 2 academies have sustained their 'Outstanding' judgement (Vale Primary Academy and Rowena Academy).
 - 8 academies have moved from 'Requires Improvement' to 'Good' (Hatfield Woodhouse Primary School, Highfields Primary Academy, Macaulay Primary Academy, Park View Primary Academy, Willow Green Academy, Weelsby Academy, Whetley Academy and Worlaby Academy).
 - 2 academies moved from 'Special Measures' to 'Good' (Mersey Primary Academy and Willows Academy).
 - 2 have progressed from 'Special measures' to 'Requires Improvement' (Strand Primary Academy and Wybers Wood Academy).
- The above represents a profile where 70% of the primary academies inspected have either sustained their 'Outstanding' Judgement, or improved their Ofsted category whilst sponsored by SPTA.

All-Through Academy:

We have one all-through school Serlby Park Academy (3 – 19) which following an Ofsted moved from 'Requires Improvement' to 'Good'.

SCHOOL PARTNERSHIP TRUST ACADEMIES
REPORT OF THE DIRECTORS AND THE STRATEGIC REPORT
For the Year Ended 31 August 2015

STRATEGIC REPORT (continued)

Achievements and Performance (continued)

Secondary Academies:

From the inspection of all secondary academies to date the following would be key points to note:

- 11 secondary academies within the group have been inspected whilst sponsored by SPTA.
- There are currently 4 academies that are 'good' or better which equates to 36%.
- Of the 11 secondary academies inspected;
 - 2 academies have moved from 'Requires Improvement' to 'Good' (Rossington All Saints Academy and The Vale Academy).
 - 1 academy has moved from 'Special Measures' to 'Requires Improvement' (Manor Croft Academy)
 - Other academies maintained their Ofsted judgement which in many cases sees them in a better position than they were previously and may include 'good' and 'outstanding' features.
- The above represents a profile where 45% of the secondary academies inspected have either improved their "Outstanding" judgement, or improved their Ofsted category whilst sponsored by SPTA.

Alternative Provision:

The Grove Academy, a pupil referral unit maintained its outstanding Ofsted judgement in June 2015.

Ofsted Section 5 Inspections 2014-15

During the academic year 2014-15 the Ofsted inspected 10 Primary academies, 4 Secondary academies and 1 Alternative provision. The outcomes from the inspections were as follows:

- 3 Primary academies moved from 'Requires Improvement' to 'Good',
- 2 Primary academy moved from 'Special Measures' to 'Good',
- 3 Primary academies maintained their previous judgement,
- 1 Primary academy moved back from 'Outstanding' to 'Good',
- 1 Primary academy moved back from 'Good' to 'Requires Improvement',
- 1 Secondary academy moved from 'Special Measures' to 'Requires Improvement',
- 3 Secondary academies maintained their previous judgements,
- 1 Alternative Provision maintained their previous judgement.

Given the inherited Ofsted profile on conversion of a number of academies, SPTA acknowledges the need to improve its schools further for young people. However, when comparing the achievement within SPTA academies to national trends and statistics it confirms the directors' belief that SPTA is an effective sponsor and that the Trust is making a valued contribution to overall school improvement.

SCHOOL PARTNERSHIP TRUST ACADEMIES
REPORT OF THE DIRECTORS AND THE STRATEGIC REPORT
For the Year Ended 31 August 2015

STRATEGIC REPORT (continued)

Achievements and Performance (continued)

Results 2014-15

Primary Academies

The 2015 results for School Partnership Trust Academies at Key stage 2 (KS2) had 27 out of the 30 primary academies above floor targets. Floor targets for combined, (Reading Writing and maths) was 65% and for progress in each individual area at least 90%.

Four academies were below floor for combined attainment, but they were above floor for progress. These were as follows:

- Weelsby Academy – The academy maintained the outcomes of 2014. A new Principal was in post from September 2015 and this should impact positively on 2016 results.
- Willow Green Academy – Significant and unexpected sickness of Year 6 teacher had an impact on the KS2 results . The academy has recently had a Department for Education (DfE) visit as a result of its combined attainment being below floor. The visit was extremely positive and the academy was deemed to be taking all the right actions and to still be a 'good' school.
- England Lane – This was a small cohort of pupils with each pupil counting for more than 5%. Two pupils missed level four by 1 mark.
- Willoughby Road – Although the academy was still below floor for combined attainment their results had increased by 15% on the previous year and were only below floor on attainment by 5%.

Since conversion 71% of primary academies have had improved outcomes in the combined measure since joining SPTA, of which 39% of these were sponsored converters. From 2013 our primary academies are improving for attainment in Reading, Writing and Maths at a faster rate than National progress.

Leamington Primary and Nursery Academy and Whetley Academy were the only academies not to achieve floor in KS2 2015 results.

Following the year end at Leamington Primary and Nursery Academy there has been a change in the academy leadership and additional support has been provided from the SPTA Executive Principal recently appointed and the support of an NLE from within the group.

Whetley Academy has a significant number of pupils with English as an Additional Language (EAL) and high mobility. The academy has recently had a DFE visit as a result of its combined attainment being below floor. The visit was extremely positive and the academy was deemed to be taking all the right actions and to still be a 'good' school.

The group overall results when compared to National levels in 2015 were:

- Combined attainment was 71.6% against National 80%.
- 2 Levels of Progress Reading was 87.6% against National 91%
- 2 Levels of Progress Writing was 94.6% against National 94%
- 2 Levels of Progress Reading was 87.5% against National 90%

The group averages for 2015 were affected negatively by the three academies, Leamington Primary and Nursery Academy, Whetley Academy and Highfields Primary Academy. Due to maladministration the results at Highfields Primary Academy were not recorded. Significant action has been taken at Highfields Primary Academy which now has a new Executive Principal, Head of Academy and Vice Principal in post.

SCHOOL PARTNERSHIP TRUST ACADEMIES
REPORT OF THE DIRECTORS AND THE STRATEGIC REPORT
For the Year Ended 31 August 2015

STRATEGIC REPORT (continued)

Achievements and Performance (continued)

Results 2014-15 (continued)

Secondary Academies

The 2015 results for School Partnership Trust Academies at Key stage 4 (KS4) had 7 out of the 13 academies above floor target 40% for 5 GCSE's including English and Maths.

The academies which did not make floor were as follows:

- Ash Hill Academy - Prior to the summer the academy received a Section 5 inspection and whilst it remained as Requires Improvement, Leadership and Management was judged as 'Good'.
- Don Valley Academy - Although the academy is in 'Special Measures' it has had two very successful Section 8 monitoring visits. The summer results saw most subject areas improve including the progress in English.
- John Whitgift Academy - The headline figure puts the academy below floor. There are some green shoots with the levels of progress in Maths rising for the third year running. Those making more than expected progress in 2015 is the highest ever in this subject.
- Manor Croft Academy - The academy was in 'Special Measures' and moved up a category to Requires Improvement in July 2015. Although results fell in the summer there were good gains in many areas including the EBacc and progress in English.
- Melior Community Academy - Although the academy is in 'Special Measures' it has had two very successful Section 8 monitoring visits. The summer results saw many subject areas improve including the progress in English.

- Queen Elizabeth's Academy - Although the academy remained in 'Special Measures' at the recent inspection, the academy has seen a rise in results in many areas. Of particular note were the impressive gains in levels of progress in Maths.

These are high need academies either judged as 'Special Measures' or 'Requires Improvement'. Whilst the summer exams brought some improvements the overall results were disappointing. In some academies mobility of students impacted the overall results. Recruitment and retention continues to be difficult in our challenging academies especially within core subjects, this together with the change in some grade boundaries exacerbated further the difference in expected results to actual results for the above academies.

9 out of 13 secondary academies have 6th Forms. The Key Stage 5 A level results were extremely positive with 98.54% of all students gaining A Levels within grade A* - E and in three academies 100% of students were successful. 31% of all students within SPTA 6th forms gained A* - B grades.

SCHOOL PARTNERSHIP TRUST ACADEMIES
REPORT OF THE DIRECTORS AND THE STRATEGIC REPORT
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Achievements and Performance (continued)

The achievements and performance of each academy are shown below:

Primaries

	Green Lane Primary Academy	1 Nov 2010	2015(2014)	Grange Lane Infant Academy	1 Sept 2011	2015(2014)	Pheasant Bank Academy	1 Sept 2011	2015(2014)	Serlby Park Academy (Primary)	1 Sept 2011	2015(2014)	Rowena Academy	1 Nov 2011	2015(2014)	Crookes-broom Primary Academy	1 Apr 2012	2015(2014)	Hatfield Woodhouse Primary School	1 Apr 2012	2015(2014)	Highfields Primary Academy	1 Apr 2012	2015(2014)	Vale Primary Academy	1 Jul 2012	2015(2014)	Weelsby Academy	1 Jul 2012	2015(2014)	Simpsons Lane Academy	1 Aug 2012	2015(2014)	
Date Joined SPTA																																		
KS1 Results																																		
% Level 2 + Reading		96%(96%)	91%(83%)		N/A					86%(67%)	86%(67%)	86%(67%)	98.6%(98.5%)	98.6%(98.5%)	93%(97%)	88%(87.5%)	75%(73%)	88%(87.5%)	88%(87.5%)	88%(87.5%)	75%(73%)	75%(73%)	90%(93%)	90%(93%)	90%(93%)	90%(93%)	84%(80%)	84%(80%)	90%(87%)	90%(87%)				
% Level 2 + Writing		95%(88%)	87%(79%)		N/A					90%(79%)	90%(79%)	90%(79%)	95.8%(94%)	95.8%(94%)	89%(82%)	92%(84%)	69%(73%)	92%(84%)	92%(84%)	92%(84%)	69%(73%)	69%(73%)	90%(93%)	90%(93%)	90%(93%)	90%(93%)	76%(80%)	76%(80%)	88%(90%)	88%(90%)				
% Level 2 + Maths		96%(96%)	96%(85%)		N/A					98%(94%)	98%(94%)	98.6%(100%)	98.6%(100%)	98.6%(100%)	93%(94%)	96%(96%)	94%(80%)	96%(96%)	96%(96%)	94%(80%)	94%(80%)	93%(97%)	93%(97%)	93%(97%)	93%(97%)	89%(87%)	89%(87%)	88%(93%)	88%(93%)					
KS2 Results																																		
% Level 4+ Reading, Writing and Maths combined		80%(85%)	N/A		70%(67%)					82%(67%)	82%(67%)	82%(67%)	N/A	N/A	68%(72%)	67%(92%)	None(93%)	67%(92%)	67%(92%)	None(93%)	None(93%)	None(93%)	88%(83%)	88%(83%)	88%(83%)	88%(83%)	58%(60%)	58%(60%)	75%(76%)	75%(76%)				
Levels of progress																																		
At least 2 Levels of progress in Reading		96%(94%)	N/A		85%(81%)					89%(81%)	89%(81%)	89%(81%)	N/A	N/A	88%(97%)	86%(96%)	None(93%)	86%(96%)	86%(96%)	None(93%)	None(93%)	None(93%)	92%(83%)	92%(83%)	92%(83%)	92%(83%)	81%(89%)	81%(89%)	91%(100%)	91%(100%)				
At least 2 Levels of progress in Writing		100%(94%)	N/A		96%(90%)					94%(93%)	94%(93%)	94%(93%)	N/A	N/A	97%(97%)	95%(92%)	None(93%)	95%(92%)	95%(92%)	None(93%)	None(93%)	None(93%)	100%(90%)	100%(90%)	100%(90%)	100%(90%)	94%(97%)	94%(97%)	91%(94%)	91%(94%)				
At least 2 Levels of progress in Maths		86%(92%)	N/A		83%(81%)					87%(81%)	87%(81%)	87%(81%)	N/A	N/A	94%(93%)	86%(96%)	None(93%)	86%(96%)	86%(96%)	None(93%)	None(93%)	None(93%)	100%(90%)	100%(90%)	100%(90%)	81%(97%)	81%(97%)	91%(100%)	91%(100%)					
Attendance																																		
Whole School		96.5%(96.1%)	94.5%(94%)		96%(96.5%)					94.5%(94%)	94.5%(94%)	94.5%(94%)	95.4%(95.7%)	95.4%(95.7%)	95.3%(95.3%)	94.6%(95.2%)	95.9%(95%)	94.6%(95.2%)	94.6%(95.2%)	95.9%(95%)	95.9%(95%)	95.9%(95%)	95.7%(95.6%)	95.7%(95.6%)	95.7%(95.6%)	94.1%(94.4%)	94.1%(94.4%)	94.3%(95.2%)	94.3%(95.2%)					

SCHOOL PARTNERSHIP TRUST ACADEMIES

**REPORT OF THE DIRECTORS AND THE STRATEGIC REPORT
For the Year Ended 31 August 2015**

Achievements and Performance (continued)

Primaries (continued)

	Willow Green Academy	Worlaby Academy	Park View Primary Academy	Wainwright Primary Academy	Strand Primary Academy	Macaulay Primary Academy	Kingston Park Academy	Whetley Academy	Wybers Wood Academy	Willows Academy
Date Joined SPTA	1 Aug 2012	1 Aug 2012	1 Sept 2012	1 Sept 2012	1 Oct 2012	1 Nov 2012	1 Dec 2012	1 Dec 2012	1 Dec 2012	1 May 2013
KS1 Results	2015(2014)	2015(2014)	2015(2014)	2015(2014)	2015(2014)	2015(2014)	2015(2014)	2015(2014)	2015(2014)	2015(2014)
% Level 2 + Reading	90%(96%)	77%(100%)	70%(83%)	78%(63%)	71%(78%)	82%(85%)	75%(75%)	60%(72%)	98%(91%)	100%(81%)
% Level 2 + Writing	90%(96%)	85%(86%)	62%(80%)	76%(63%)	71%(65%)	87%(82%)	80%(75%)	67%(76%)	96%(85%)	80%(76%)
% Level 2 + Maths	93%(96%)	85%(86%)	62%(90%)	87%(71%)	79%(78%)	91%(88%)	85%(80%)	72%(71%)	95%(89%)	100%(82%)
KS2 Results										
% Level 4+ Reading, Writing and Maths combined	63%(86%)	67%(89%)	86%(67%)	69%(56%)	75%(50%)	73%(76%)	75%(69%)	55%(61%)	95%(71%)	76%(80%)
Levels of progress										
At least 2 Levels of progress in Reading	97%(97%)	83%(89%)	92%(80%)	83%(81%)	95%(100%)	84%(90%)	95%(100%)	79%(92%)	93%(91%)	88%(100%)
At least 2 Levels of progress in Writing	93%(100%)	75%(89%)	96%(93%)	96%(84%)	100%(95%)	98%(96%)	100%(100%)	89%(96%)	100%(91%)	100%(96%)
At least 2 Levels of progress in Maths	77%(97%)	92%(89%)	96%(87%)	74%(74%)	100%(95%)	90%(90%)	100%(100%)	82%(97%)	96%(89%)	94%(84%)
Attendance										
Whole School	95.4%(95%)	97.8%(97%)	95.1%(95.9%)	93.7%(93.6%)	93.2%(95.2%)	96.3%(95.2%)	95.9%(95.1%)	95.9%(95.5%)	96.2%(96.5%)	95.6%(95.9%)

