
SAINT DOMINIC'S CATHOLIC ACADEMY TRUST
(A company limited by guarantee)

ANNUAL REPORT AND FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2016

SAINT DOMINIC'S CATHOLIC ACADEMY TRUST
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**REFERENCE AND ADMINISTRATIVE DETAILS OF THE ACADEMY, ITS TRUSTEES AND ADVISERS
FOR THE YEAR ENDED 31 AUGUST 2016**

Members	Patrick Joseph McKinney Tenth Bishop of Nottingham Rev. Martin Hardy Rev. Chris Thomas Rev. John Guest
Directors/Trustees	Mr J McGlynn, Chairman, Foundation Director Mrs A King, Foundation Diocesan Director Mr C Wright, Principal Mrs J R Coghlan, Foundation Dominican Director Mr S Semak, Parent Director Mr J Connolly, Chairman of Governors (appointed 1 April 2016) Mr A Monaghan (appointed 1 April 2016, resigned 31 August 2016) Mrs L Rinaldi-Oxley, Principal (appointed 30 August 2016) Mr A Wilkinson-Sharpe, Foundation Diocesan Director (appointed 8 August 2016)
Company registered number	08106388
Principal and registered office	Hinckley Road Stoke Golding Nuneaton Warwickshire CV13 6HT
Company secretary	Mrs L Lester
Senior management team	Mr C Wright, Principal - St Martin's Mrs L Lynch Kelly, Vice-Principal - St Martin's Mr P Murphy, Assistant Principal - St Martin's Mr D Carton, Acting Assistant Principal - St Martin's Mrs L Lester, Strategic Business Manager - St Martin's Mr D Dixon, Assistant Principal - St Martin's Mr S Myles, Assistant Principal - St Martin's Mrs L Rinaldo-Oxley, Principal - St Peter's Mrs L Swinfield, Vice Principal - St Peter's
Independent auditors	Bates Weston Audit Limited Statutory Auditors Chartered Accountants The Mills Canal Street Derby DE1 2RJ
Bankers	Natwest 1 Market Place Nuneaton Warwickshire CV11 4YY

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TRUSTEES' REPORT
FOR THE YEAR ENDED 31 AUGUST 2016

The Trustees (who are also directors of the charity for the purposes of the Companies Act) present their annual report together with the audited financial statements of Saint Dominic's Catholic Academy Trust (the academy) for the period 1 September 2015 to 31 August 2016. The annual report serves the purposes of both a trustees' report and a directors' report under company law.

The principal activity of the company, as set out in the Articles of Association and funding agreement, is specifically restricted to the following: to advance (for the public benefit) education in the United Kingdom, in particular but without prejudice to the generality of the foregoing by establishing, maintaining, carrying on, managing and developing Catholic schools designated as such ("the Academies") which shall offer a broad and balanced curriculum and shall be conducted in accordance with the principles, practices and tenets of the Catholic Church and all Catholic Canon Law.

The Trust operates two academies in South Leicestershire. St Peter's Primary School joined the Trust on the 1st April 2016, with a pupil capacity of 210 and a roll of 207 pupils in the school census in January 2016. Saint Martin's Catholic Academy is an 11-16 Academy with a pupil capacity of 521 and a roll of 543 in the school census in January 2016.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Constitution

Saint Dominic's Catholic Academy Trust (the 'Company') is a company limited by guarantee and an exempt charity. The Company is governed by a Board of Directors that is responsible for, and oversees, the management and administration of the Company and the academies run by the Company.

Saint Dominic's was set up as a Multi-Academy Trust, with a 11-16 High School and a Primary School joining the Trust on the 1st April 2016.

The Charitable Company's memorandum and Articles of Association are the primary governing documents of the Academy Trust.

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

In accordance with normal commercial practice, the Trust has purchased insurance to protect trustees and directors from claims arising from negligent acts, errors or omissions occurring whilst on Academy business.

Method of Recruitment and Appointment or Election of Trustees

The company's Memorandum and Articles of Association are the primary governing documents of the Trust. Members of Saint Dominic's are nominated by the Secretary of State for Education, The Roman Catholic Diocese and The Dominican Order.

The number of Directors shall not be less than three but (unless otherwise determined by ordinary resolution) shall not be subject to any maximum. All Directors shall upon their appointment or election give a written undertaking to the Trustees, the Order and the Diocesan Bishop to uphold the Object of the Academy Trust.

Subject to Articles 48 - 63, the Company shall have the following Directors:

- a. Up to 1 Director save that no more than one third of the total number of individuals appointed as Directors shall be employees of the Academy Trust (including the Executive Principal and the Principals).

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FOR THE YEAR ENDED 31 AUGUST 2016

- b. A minimum of 4 Foundation Directors: 3 Foundation Directors appointed by the Diocesan Bishop, 1 Foundation Director appointed by the Dominican Order and that the total number of Foundation Directors, shall always be two more than the total number of other Directors (excluding Academy Directors and Foundation Directors).
- c. The chairman of each Local Governing Body shall be an Academy Director for as long as s/he remains in office as such and shall be appointed by the Directors of the Company, but they shall appoint as the chairman of a Local Governing Body someone other than the Executive Principal. If the number of Academies within the Trust exceeds 10, the chairmen of the Local Governing Bodies shall elect 10 persons from amongst their numbers to be the Academy Directors.
- d. There shall be a minimum of 2 Parent Directors for every 10 or fewer Academies within the Trust. The Parent Directors shall be elected by the parent members of the Local Governing Bodies. The elected Parent Directors must be a parent of a registered pupil at one of the Academies at the time when he/she is elected.
- e. Three co-opted Directors may be appointed provided that if any such Directors are appointed the number of Foundation Directors permitted by Articles 46 and 50A shall increase proportionately to ensure that a majority of Directors are Foundation Directors.

Policies and Procedures Adopted for the Induction and Training of Trustees

The induction, training and support programme for Directors of the Trust will differ according to the nature of the post and the varying needs and experience of the individual concerned. There are, however, some general principles outlined below which should be common to all.

Organisational Structure

The management structure consists of four levels; the members of the Company, the Directors of the Company (also known as Trustees), the Local Governing Body and Senior Leadership Teams. The aim of this structure is to devolve responsibility to those best able to make the appropriate decisions.

The Directors are there to support the Principal and Senior Leadership team in the running of the Academy and have no ambition to run the Academy on a day-to-day basis. Along with this governance role the Directors are there to give support and advice when asked and to be roving ambassadors for the Academy and what it is trying to achieve.

There is one Committee known as the Executive Committee. The Directors normally meet once each academic term to discuss and consider strategic matters relating to the development of the Academies within the Trust. The Executive Committee establishes an overall framework for the governance of the Academy and agrees membership of the Committee.

In general terms, the responsibility of the Directors in so far as the business of the Academy is concerned is to determine the policy and procedures of the Academy. The management of the business of the Academy is delegated by the Directors to each Local Governing Body who may exercise the powers of the Company set out in articles 5 (b), (d), (f), (h), (i), (j), (k), (p) and (r) of the Articles of Association in so far as they relate to the Academy and provided that they are not Reserved Matters.

The following decisions are reserved to the Directors:

- Ensuring compliance with the Company's duties under Company and Charity Law and agreements made with the DfE, including the Master Funding Agreement and the Supplemental Funding Agreement
- The determination of the educational character, religious ethos and mission of the Academy and the Company
- Ensuring the solvency of the Company, safeguarding its assets and delivering its charitable outcomes
- Ensuring the continued charitable status of the Company
- Determination of the establishment, constitution, membership, proceedings and delegated powers and functions of any local governing body and committee and their annual review and revision

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TRUSTEES' REPORT (continued)
FOR THE YEAR ENDED 31 AUGUST 2016

- The approval of the Company and the Academy's policies which, for the avoidance of doubt shall not restrict each Local Governing Body's ability to set its own policy and procedures, where appropriate
- To receive reports, and in particular policy documents from the Local Governing Body Committees for ratification.
- Selling or disposing of any asset which is of a value in excess of 10% of the total net book value of all assets belonging to the Academy
- Giving any guarantee or indemnity other than in the ordinary course of business, the value of which exceeds £1000
- Entering into a contract or arrangement which is of a value of in excess of 10% of the General Annual Grant for the Academy per year or which the termination provisions require more than six months' notice
- Acquiring assets having a market value in excess of 5% of the GAG for the Academy
- Entering into, varying or terminating any lease, licence, tenancy or other similar arrangement
- Any lending
- Commencing or settling any litigation or arbitration proceedings
- Entering into any other arrangement in the nature of borrowing (including debts factoring, invoice discounting, hire purchase, equipment leasing, conditional or credit sales or any off balance sheet borrowings) if the value of the amount borrowed exceeds 5% of the GAG for that Academy
- Terminating or varying the terms of any contract which has a value in excess of 10% of the GAG for that Academy
- Engaging any employee or consultant whose annual emoluments per annum exceeds the total annual emoluments of the Principal of that Academy per annum
- Varying the terms and conditions of that engagement so that the terms and conditions of that engagement are no longer comparable to the equivalent engagement in one or more of the Academies within the Company
- Establishing or amending any pension scheme or granting any pension rights to any director, officer, employee, former director, officer or employee, or any member of any such person's family

Subject to the Academy Trust's Scheme of Delegation, Local Governing Bodies may establish any subcommittee. The constitution, membership and proceedings of any subcommittee shall be determined by each Local Governing Body but having regard to any views of the Directors. The establishment, terms of reference, constitution and membership of any subcommittee shall be reviewed at least once in every twelve months.

The Executive Committee will specifically monitor, evaluate and review school policy and practice in relation to financial planning and monitoring; to ensure that full accounts are kept; to arrange appropriate insurance cover; to receive the termly report of Internal Audit; to receive termly financial reports/position from the Academies within the Trust to the Executive Committee at least once a term.

The Principal of St Martin's Catholic Academy holds the position of Accounting Officer for the Trust as required by the Funding Agreement with the Department for Education. The responsibilities of the Accounting Officer are defined in Chapter 3 of the Managing Public Money Handbook.

Arrangements for setting pay and remuneration of key management personnel

In St Dominic's Trust all Key Management Personnel can expect to receive regular, constructive feedback on their performance and are subject to annual appraisals that recognises their strengths, informs plans for their future development, and helps to enhance their professional practice. Decisions regarding pay progression will be made with reference to appraisal reports and the pay recommendations they contain.

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TRUSTEES' REPORT (continued)
FOR THE YEAR ENDED 31 AUGUST 2016

Judgements of performance will be made against each key staff members appraisal targets and portfolio of evidence. They will be expected to meet each of the targets for the quality of teaching including lesson feedback, quality of marking and quality of student outcomes.

All pay-related decisions will be taken in compliance with relevant legislation including, as amended, the Employment Relations Act 1999, the Equality Act 2010, the Part-time Workers (Prevention of Less Favourable Treatment) Regulations 2000, the Fixed-Term Employees (Prevention of Less Favourable Treatment) Regulations 2002. The Governing Body will promote equality of opportunity in all areas, particularly in respect of the appointment process, promotion, payment and retention of staff as well as in training and development.

Adjustments will be made to take account of particular circumstances e.g. absence on maternity or long-term sick leave.

The exact adjustments will be made on a case by case basis, depending on the individual teacher's circumstances and the Academy's circumstances and taking account of relevant advice from Strategic HR Services where required.

The Governing Body will ensure that salary reviews are undertaken as follows:

- Vice Principals, Assistant Principals and classroom Teachers are reviewed annually, with effect from 1 September and no later than 31 October each year.
- Principals are reviewed annually with effect from 1 September and no later than 31 December each year.

The Governing Body will ensure that all pay decisions, setting out the salary and any other financial benefits are communicated to each member of staff in writing no later than 31 October. Decisions on the Head's pay will be communicated by the Chair of Governors in writing no later than 31 December.

Reviews may take place at other times of the year to reflect any changes in circumstances or job description that lead to a change in the basis for calculating an individual's pay.

A written statement will be given after any review and where applicable will give information about the basis on which it was made.

Where a pay determination leads or may lead to the start of a period of safeguarding, the Governing Body will give the required notification as soon as possible and no later than one month after the date of the determination.

Connected Organisations, including Related Party Relationships

The Academy Trust is an Umbrella Trust which currently consists of two Academies a High school and Primary school. One other Catholic Primary School may join the trust in the near future. Saint Dominic's Catholic Academy Trust seeks to advance the education of students of any member academies through partnership and collaboration. Staff from each of the schools within the Academy Trust have been actively involved in a wide variety of meetings and training events during the period under review.

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TRUSTEES' REPORT (continued)
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OBJECTIVES AND ACTIVITIES

Each Academy is a Catholic school, designated as such, the Directors are also accountable to the Bishop of the Roman Catholic Diocese of Nottingham to ensure that the Academy is conducted as a Catholic school in accordance with the Canon Law and teachings of the Roman Catholic Church so that at all times the Academy may serve as witness to the Catholic faith in Our Lord Jesus Christ.

At the last Ofsted inspection St Peter's Catholic School was designated 'good' (May 2013) and Saint Martin's Catholic Voluntary Academy was also designated 'good' (February 2015)

Objects and Aims

The principle aim of the Academy Trust is to provide high quality learning that helps all students to fulfil their intellectual potential and become good and emotionally well-balanced young people.

Further aims are as follows:

- To provide high quality teaching that challenges students and equips them for life by encouraging enquiry, originality, empathy and creativity in a positive atmosphere
- To provide an environment that enables students to learn and teachers to teach effectively
- To promote and recognise high standards of achievement in all spheres of activity
- To help students form successful relationships characterised by understanding others, tolerance, trust and self-respect
- To broaden horizons and to promote an interest in and respect for the local, national and global communities and their cultures
- To develop physical emotional health and a sense of the importance of morality and personal responsibility
- To encourage discernment, good judgement and self-discipline
- To provide equality of opportunity for all
- To develop an understanding of our responsibility as global citizens to live in a sustainable way

Objectives, Strategies and Activities

Key influences on the Academy Trust's Improvement Plan for the period under review

Saint Martin's Catholic Academy

- i. To focus on developing the quality of our teaching centred around the techniques in Doug Lemov's 'Teach like a Champion' and through an extensive coaching programme.
- ii. To continue with the establishment of an ambitious five year Knowledge Curriculum across all departments at Saint Martin's in order to create an explicit and clear road map for year 11 outcomes
- iii. To incorporate into the Lower School Direct Instruction, an intensive curriculum for corrective reading and mathematics
- iv. To establish a Homework programme to SUPPORT core knowledge in ALL subjects and to enhance and promote numeracy and literacy through daily maths practice and reading.
- v. To develop Moodle further in supporting Homework and extra-curricular learning.
- vi. To embed common routines and standards of behaviour across the school, in all lessons.
- vii. To promote daily reading for pupils including an additional English reading lesson one House Group time a week where the least able pupils will follow a guided reading programme
- viii. To embed the use of Go4Schools data tracking in all departments.
- ix. For all departments to receive a termly data pack showing the progress of pupils and key cohorts of pupils.
- x. To use LEEP funding to send teachers out to some of the highest achieving schools in England (Primarily London) in order to gain knowledge of exemplary practice.
- xi. To establish, with the Teaching and Learning Committee, a governor's review of year 11 examination results and monitoring of underperforming departments.

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St Peter's Catholic School, a Voluntary Academy

Key influences on St Peter's, a voluntary academy improvement plan for the period under review were the challenges arising from the new Government on 'Life after Levels' and the new curriculum, which for Primary schools raised the bar considerably.

The targets included:

- To embed an assessment system linked to abolition of N.C levels.
- School to fully embed the new national curriculum.
- Class teachers and SLT to be able to use new Target Tracker system to analyse class, Key Stage and group data.
- All staff to be familiar with new arrangements for the end of KS1 and KS2 testing.
- To improve the proportion of outstanding learning and teaching.
- Class teachers fully embed exciting and engaging tasks and develop memorable learning experiences.
- To ensure that children are consistently responding to feedback in books.
- Improve the quality of presentation in writing throughout the curriculum.
- Staff to develop on the role of subject leader for individual subjects or areas of learning.
- To embed the new approach to the school council.
- Year 6 children to have a variety of leadership roles within school as part of the new chaplaincy team.
- Embed the use of ELSA fully throughout the school.
- Monitor cycle of ASSESS/PLAN/DO/REVIEW with teachers and TA's in light of the new way of recording SEN support work.

Public Benefit

The Directors have given consideration to the Charity Commission's general guidance on public benefit and in particular to its supplementary public benefit guidance on advancing education.

Saint Dominic's Trust provides an education to children and young people that is:

- Balanced and broadly based
- Promotes the spiritual, moral, cultural, mental and physical development of students at the school and of society
- Prepares students at the school for the opportunities, responsibilities and experiences of later life
- Promotes, sustains and increases individual and collective knowledge and understand of specific areas of study, skills and expertise.

Under Article 4(b) of the Articles of Association the Trust will promote for the benefit of the inhabitants of the areas in which the Academies are located and the surrounding areas who have need by reason of their age, infirmity or disability, financial hardship or social and economic circumstances or for the public at large the provision of facilities for recreation or other leisure time activities in the interests of social welfare and with the object of improving the condition of life of the said individual.

STRATEGIC REPORT

Achievement & performance and key performance indicators are discussed within the review of value for money from page 11.

Going Concern

After making appropriate enquiries, the Directors have 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.

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TRUSTEES' REPORT (continued)
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Financial Review

Directors have made it a priority to ensure that high standards are maintained within the framework of a budget that is sustainable, and have been rigorous in evaluating any proposals for additional expenditure. Key principles specifically identified in terms of financial planning during the year include:

- Retaining a sharp focus on teaching and learning
- Planning for the long term
- Investing for quality and efficiency
- Ensuring a proactive involvement in national consultations regarding school funding
- Developing a creative response to funding challenges

The Directors of Saint Dominic's have delegated the income to be paid direct to the Academy's within the Trust. Saint Dominic's income is obtained from the EFA in the form of grants, the use of which is restricted to particular purposes. The grants received from the EFA during the year ended 31st August 2016 and the associated expenditure are shown as restricted funds in the statement of financial activities.

The Company also has fixed assets on lease from the Dominican Order. In accordance with the Charities Statement of Recommended Practice, 'Accounting and Reporting by Charities' (SORP 2015), such grants are shown in the Statement of Financial Activities as restricted income in the fixed asset fund. The restricted fixed asset fund balance is reduced by annual depreciation charged over 125 years.

The majority of the income is obtained from the EFA in the form of grants, the use of which is restricted to particular purposes. During the year ended 31 August 2016, total resources expended of £3,527,669 were covered by grant funding from the EFA together with other incoming resources. The excess of income over expenditure and transfers, before the pension deficit, for the year (excluding restricted fixed asset funds) but including was £54,513.

At 31 August 2016 the net book value of fixed assets was £4,822,035 and movements in tangible fixed assets are shown in note 13 to the accounts. The assets were used exclusively for providing education and the associated support services to the students of the Academies within the Trust.

In addition St Martin's Catholic Academy was successful in their bid to the Condition Improvement Fund for a new roof.

Funds have also been received from students/parents to pay for a wide range of educational visits and activities, and these have been applied to the associated costs.

Key financial policies adopted or reviewed during the year include the Finance Management Handbook which establishes the framework for financial management, including the key responsibilities of the Directors, the Local Governing Bodies and key officers of the Academies, as well as delegated authority for spending decisions.

The Trust has appointed the Local Authority as their internal Auditors for the two academies.

Principal Risks and Uncertainties

The Directors/Trustees, governors and senior leadership completed a Risk Management Audit (Appendix 1) which involved identifying the types of risk the Academy faces and the systems in place or that needed to be implemented to mitigate against the risks the Academy now faces. The Academy now considers systems are in place to mitigate any of the risks identified.

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TRUSTEES' REPORT (continued)
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The Risk Management Register identified and reviewed the following risks:

- Strategic and Reputational
- Physical
- Infrastructure
- Governance
- Staffing
- Students
- Financial

Reserves Policy

The Trustees have decided that all future unrestricted reserves will be utilised in helping the Academies achieve their objectives.

The actuarial valuation resulting in the pension deficit and the corresponding liability does not result in an immediate cash flow impact to the Academies. The Trustees are confident that any liabilities can be met as they fall due.

The current level of reserves is considered to be appropriate for the Academies. The reserves policy is reviewed annually.

Investment Policy

The Academy's investments policy is consistent with its Charitable Status. Investments must always be made in accordance with written procedures adopted by the Governing Body and must always ensure that the maximum integrity of such investments.

Plans for Future Periods

Each Academy will strive to improve the levels of performance of its students at all levels and make efforts to ensure its students obtain jobs or a place in higher education once they leave. Each Academy will also increase its recruitment up to the new agreed levels.

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.

This report was approved by order of the board of trustees on 12 December 2016 and signed on its behalf by:

Mr J McGlynn
Chairman

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GOVERNANCE STATEMENT

SCOPE OF RESPONSIBILITY

As accounting officer, we acknowledge we have overall responsibility for ensuring that Saint Dominic's Catholic Academy Trust 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 Principal, as Accounting Officer, for ensuring financial controls conform with the requirements of both propriety and good financial management and in accordance with the requirements and responsibilities assigned to it in the funding agreement between Saint Dominic's Catholic Academy Trust 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 Trustees' report and in the Statement of Trustees' responsibilities. The board of trustees has formally met 3 times during the year. Attendance during the year at meetings of the board of trustees was as follows:

Director/Trustee	Meetings attended	Out of a possible
Mr J McGlynn	2	3
Mrs A King	3	3
Mr C Wright, Principal	3	3
Mrs J R Coghlan	3	3
Mr S Semak	3	3
Mr J Connolly	1	1
Mr A Monaghan	1	1
Mr Andrew Wilkinson-Sharpe	1	1

St. Dominic's Catholic Academy Trust has delegated responsibility to the Governing Body of the one Academy within the Trust, Saint Martin's Catholic Voluntary Academy. The main governing body operates with sub-committees. The attendance at these were as follows:

St Martin's Catholic Academy

Finance Committee/Staffing	6 meetings	–	all quorate
Full Governing Body	4 meetings	–	all quorate
Teaching and Learning	3 meetings	–	all quorate
Strategy	1 meeting	–	all quorate
Spiritual	3 meetings	–	all quorate
Health and Safety Link Governor	3 meetings with external Health and Safety Advisor from Judicium, London		

St Peter's Catholic Primary School – April 2016 – 31st August 2016

Finance Committee	1 meeting	–	all quorate
Full Governing Body	2 meetings	–	all quorate
Curriculum Inclusion and Standards	1 meeting	–	all quorate
Health and Safety Committee	1 meeting	–	Not quorate

Please note: Health and Safety Committee has been dissolved. However, the H & S Link Governor, Strategic Business Manager and the Academies Legal Health and Safety Advisor from Judicium, London meet on a regular basis. The Link Governor then reports to the FGB.

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GOVERNANCE STATEMENT (continued)

REVIEW OF VALUE FOR MONEY

As Accounting Officer, the Principal has responsibility for ensuring that the academy 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 academy'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 appropriate. The Accounting Officer for the academy has delivered improved value for money during the year by ensuring that resources are used for the benefit of the students:

Set out below are the details for the two academies within the trust and how the use of its resources have provided good value during the academic year:

Saint Martin's Catholic Academy

We are in a period of transition as an age range change with our Academy, accepting our second cohort of Y11 students in September 2015. This has been a challenging time as budget constraints meant that the academy had to accommodate students that we would not receive funding for (LAG funding) but also ensure that staff were experienced in teaching GCSE subject, buildings and resources were available.

Examination success has been seen across the academy with excellent results in their first year of GCSE examinations.

	Count	Fischer 20	Challenge	Mock	FFT 50	Working	Heading for	Actual
Avg Progress 8 score per student (2015 est. ±)	▼ 79	+0.8	+1.4	+0.7	+0.7	+0.5	+0.8	+0.5
Avg Attainment 8 score per student	▼ 82	6.0	6.6	5.9	6.0	5.8	6.1	5.7
Avg slots filled per student (exc. U grades) ^{NEW}	▼ 82	9.9	9.9	9.8	9.9	9.8	9.8	9.8
Grade 5 or above in English and Maths	▼ 82	90.2%	100%	90.2%	90.2%	90.2%	92.7%	86.6%
English Baccalaureate - Grade 5 or above	▼ 82	46.3%	48.8%	32.9%	48.8%	26.8%	42.7%	26.8%
English Baccalaureate - 1+ Grade 5 or above in EBacc English	▼ 82	92.7%	100%	92.7%	92.7%	92.7%	92.7%	92.7%
English Baccalaureate - 1+ Grade 5 or above in EBacc Maths	▼ 82	91.5%	100%	91.5%	91.5%	91.5%	93.9%	87.8%
English Baccalaureate - 2+ Grade 5 or above in EBacc Science	▼ 82	82.9%	82.9%	81.7%	86.6%	79.3%	90.2%	79.3%
English Baccalaureate - 1+ Grade 5 or above in EBacc Humanities	▼ 82	74.4%	74.4%	63.4%	72.0%	59.8%	67.1%	59.8%
English Baccalaureate - 1+ Grade 5 or above in EBacc Languages	▼ 82	53.7%	57.3%	40.2%	54.9%	31.7%	48.8%	31.7%
Grade 5 or above GCSE in English	▼ 82	92.7%	100%	92.7%	92.7%	92.7%	92.7%	92.7%
Grade 5 or above GCSE in Maths	▼ 82	91.5%	100%	91.5%	91.5%	91.5%	93.9%	87.8%
5+ Grade 5 or above GCSE (or equiv.) inc. En & Ma	▼ 82	89.0%	100%	84.1%	87.8%	84.1%	89.0%	82.9%
5+ Grade 5 or above GCSE (exc. equiv.) inc. En & Ma	▼ 82	89.0%	100%	84.1%	87.8%	84.1%	89.0%	82.9%
3 single sciences entered ^{NEW}	82	46.3%	46.3%	46.3%	46.3%	46.3%	46.3%	46.3%
More than one language at GCSE (or equiv.) entered ^{NEW}	▼ 82	6.1%	6.1%	6.1%	6.1%	6.1%	6.1%	6.1%
Value added Best 8 plus En & Ma (2015 est. £)	▼ 79	1043.8+	1078.8+	1037.9+	1040.1+	1029.3+	1045.9+	1024.2+

These were provisional results and showed that our first cohort performed very well against our expectations and demonstrated that Saint Martin's is an above average school.

SAINT DOMINIC'S CATHOLIC ACADEMY TRUST
(A company limited by guarantee)

GOVERNANCE STATEMENT (continued)

Key Performance Indicators

Progress 8

Our actual progress 8 is now confirmed as 0.26. This is excellent as a first attempt.
Average Attainment 8 score of 56 points per student.

Value added

This is the last year that this will be a measure. Anything over 1000 is excellent. Our score of 1024 is creditable for our first year.

Other measures

A* - C Maths	= 87%
A* - C English	= 92%
A* - C Maths & English	= 86%
5 A* - C including English and Maths	= 83%

All of the above are well above the national average.

SEND, PP and FSM groups performed less well than "non-focus" group students, however, we estimate that the performance of these groups is in line with or better than the national average figures for these groups. Within Saint Martin's, these groups are very small. This sometimes makes the "focus group" data liable to bias as the groups are too small to be statistically significant.

The work at St Martin's has been recognised with a double inspection during the 2015/2016 academic year. Firstly Ofsted Inspected the Academy in:

Teaching and Learning

1. Grow the "Knowledge Curriculum" by expanding the use of knowledge organisers and knowledge check ins. This references the work and writing of educationalist E.D Hirsch.
2. Maintain the use of the school Mantras to further imbed these as our school wide teaching approach. This references the writing and work of educationalist Doug Lemov.
3. Only use teaching methods that work and produce tangible results. This references the work of educational writer and researcher, Professor John Hattie.
4. To ensure Saint Martin's is a school with a strong Christian ethos that is reflected in our students having a peaceful and prayerful attitude to life that shows the outward signs of love towards both God and their fellow humans.

Academic

1. To achieve a Progress 8 of 0.5. This will be an on-going objective.
2. To achieve a minimum average Achievement 8 score of 56 per student (as 2016).
3. To achieve a pass rate in English and maths (grade 5 and above) of 66.3%.
4. To achieve an Ebacc pass rate of 35%. This is down on last year due to a lower entry of students.

2015/16 has seen a great focus on;

- Improvements in marking (an Ofsted target). This has moved us closer to a common marking system used by all departments. Marking regularity and quality is being checked by SLT on a regular basis
- A drive towards a common teaching approach based on the mantras of Doug Lemov and the Knowledge curriculum approach of ED Hirsch. This is a model which specifies, in meticulous detail, the exact facts, dates, events, characters, concepts and precise definitions that all pupils are expected to master in long-term memory. In other words, pupils will be expected to learn key facts, off by heart, as an integral part of the curriculum. This is modelled on some innovative work being done in a number of very successful London schools.
- Staff development via the Monday afternoon CPD sessions. These have been regular, well attended and, in general, have been well received.

