

Charity Registration No. 1107640

Company Registration No. 5303883 (England and Wales)

**FREEDOM AND AUTONOMY FOR SCHOOLS - NATIONAL
ASSOCIATION**

(A COMPANY LIMITED BY GUARANTEE)

TRUSTEES' REPORT AND UNAUDITED ACCOUNTS

FOR THE YEAR ENDED 31 MARCH 2016

**FREEDOM AND AUTONOMY FOR SCHOOLS - NATIONAL ASSOCIATION
(A COMPANY LIMITED BY GUARANTEE)
LEGAL AND ADMINISTRATIVE INFORMATION**

Trustees (and Directors for Companies Act purposes)

Tom Clark CBE	Chairman
Joan Binder	Vice Chair
Jane Aukett	
Roy Blackwell	
Debbie Clinton	
Susan Darbyshire	
Jayne Harrison	
Andrew Johnson	
Robert McDonough	
Martin Shevill	
Stephen Snelson	
David Wilson	
Pam Wright OBE	

Officers

Clare Robson-Farrelly	Executive Officer & Company Secretary
Rosaria Baldi-Adinolfi	Administrative Officer
Joanna Johnson	Administrative Officer
Amy Walker	Administrative Officer

Charity number 1107640

Company number 5303883

Principal address George Spencer Academy
Arthur Mee Road
Stapleford
Nottingham
NG9 7EW

Registered office George Spencer Academy
Arthur Mee Road
Stapleford
Nottingham
NG9 7EW

Independent Examiner Howard W Johnston FCA
Silvertribe Limited
7 Manor Farm Way
Seer Green
Buckinghamshire
HP9 2YD

**FREEDOM AND AUTONOMY FOR SCHOOLS - NATIONAL ASSOCIATION
(A COMPANY LIMITED BY GUARANTEE)
LEGAL AND ADMINISTRATIVE INFORMATION**

Bankers

Lloyds Bank Plc
39 Threadneedle Street
The City
London
EC2R 8AU

Clydesdale Bank Plc
Part 4th Floor
Verulam Point
Station Way
St Albans
Hertfordshire
AL1 5HE

Solicitors

Stone King LLP
Boundary House
91 Charterhouse Street
London
EC1M 6HR

**FREEDOM AND AUTONOMY FOR SCHOOLS - NATIONAL ASSOCIATION
(A COMPANY LIMITED BY GUARANTEE)
CONTENTS**

	Page
Trustees' report	1 - 5
Statement of trustees' responsibilities	6
Independent examiners' report	7
Statement of financial activities	8
Balance sheet	9
Notes to the accounts	10 - 14

**FREEDOM AND AUTONOMY FOR SCHOOLS - NATIONAL ASSOCIATION
(A COMPANY LIMITED BY GUARANTEE)
TRUSTEES' REPORT
FOR THE YEAR ENDED 31 MARCH 2016**

The trustees present their report and accounts for the year ended 31 March 2016.

The accounts have been prepared in accordance with the accounting policies set out in note 1 to the accounts and comply with the charity's Memorandum and Articles of Association, the Companies Act 2006 and "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with Financial Reporting for Smaller Entities published on 16 July 2014, the Financial Reporting for Smaller Entities (FRSSE)".

Objectives and activities

The charitable object of FASNA is to advance education in England and Wales.

FASNA provides a national forum for members, makes representations on their behalf and acts as a two-way channel of communication with the Department for Education, all political parties and other national bodies. A key objective for the association is to help secure 'autonomy' for schools, primary, secondary and special. A further objective is to support schools who wish to change their character to seek autonomy.

FASNA aims to promote and help secure autonomy for schools to enable them to raise standards for students. Alongside increased autonomy, FASNA also supports schools in working cooperatively with a variety of agencies and different groups. FASNA also seeks to evidence the effectiveness of school autonomy in raising standards.

The period covered by this report and accounts was one which saw the government support and encourage schools to change character to become Academy schools. FASNA has held a number of training seminars for schools considering this change and for schools looking at the possibility of joining Multi-Academy Trusts (MATs).

As a charity FASNA membership is offered to Foundation, Trust, Free, Voluntary Aided schools and Academies; all these categories of state maintained school are themselves charities who value the public benefit of FASNA membership. Trust membership for Multi-Academy Trusts is also available. The work of FASNA is to support our members so that they can offer greater public benefit to their pupils and wider stakeholders through higher standards and the removal of any barriers to this.

FASNA is the only independent national forum for primary, secondary and special self-governing schools. We are the only national association that expressly represents the interests and views of self-governing schools (Foundation, Foundation with Trust, Voluntary-Aided, Free Schools and Academies). Our membership covers primary, secondary and special schools, and Executive Board elections are structured to allow for a balanced representation of heads and governors as well as including school business managers and clerks to governing bodies.

FASNA represents the interests of self-governing schools to government departments and other groups in the educational field.

The trustees have paid due regard to guidance issued by the Charity Commission in deciding what activities the charity should undertake.

Achievements and performance

This continuing objective of supporting schools changing their character to foundation, trust and Academy has led to another active year for the Association. FASNA has fully met these demands and has seen a growth in the number of schools becoming Academies and joining together in Multi-Academy Trusts. This has also led to the addition of 161 new members schools during the year and the continued interest in participation at seminars and conferences. The Executive Board is very aware that the success of increased membership and engagement of FASNA members means FASNA must continue to generate income in order to further enhance FASNA's services to its members.

**FREEDOM AND AUTONOMY FOR SCHOOLS - NATIONAL ASSOCIATION
(A COMPANY LIMITED BY GUARANTEE)
TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2016**

Following the General Election in May 2015, FASNA have worked hard to develop relationships with the new Members of Parliament, to progress our vision of education. We have worked with these new government ministers and civil servants, serving on advisory groups, responding to consultations and giving a voice to our members to secure autonomy within a framework of accountability for successful schools.

In response to members' feedback FASNA developed a plan to be developed over the course of the new Parliament which will address the key issues facing schools with planned activities and support for members.

FASNA's key priorities which have been developed are:

- 1 Supporting schools in dealing with rising budget pressures
- 2 Supporting schools in the formation and effectiveness of MATs
- 3 Supporting schools in developing effective governance
- 4 Campaigning for National Fair Funding

Training for the whole school leadership team has been maintained through commercial seminars offered at a discount for our members. These have been held throughout the year. Requests for various types of bespoke training for schools have increased. These training requests have been governance reviews within schools and trusts, curriculum-led financial planning reviews, bespoke sessions around academy conversion and beginning and growing multi-academy trusts. FASNA has also been asked to speak at various conferences around the country covering topics such as governance, finance and academy conversion. In order to ensure that FASNA can continue to offer this service to schools and trusts, they have looked to increase FASNA representatives and consultants – this has been built on over the year.

FASNA has secured several sponsors over the last year. As well as Stone King LLP and DKMY Architects, FASNA are now sponsored by Browne Jacobson LLP, PS Financials and Lloyds Bank. FASNA are now working closely with all these partners.

FASNA have continued to develop strategic alliances with other organisations. We have worked closely with the National Association of School Business Management (NASBM) following on from the work we developed with them as part of the School Business Manager Primary Cluster Grant 2014-15. We offered a joint training session for both members and non-members on finance and budgeting, giving practical advice on how to reduce costs going forward. We have also launched a project with Capita offering governance seminars as webinars so that training can be accessed at a reasonable cost.

We have continued to engage in a wide range of public consultations, both as FASNA collating responses from our members, and by encouraging our members to respond themselves. During this reporting year FASNA required significant commitment from the Executive Board in response to consultations and in lobbying on behalf of our members to secure autonomy within a framework of accountability for successful schools. FASNA was delighted that the first consultation for national fair funding was launched in time for our national conference in the Spring.

The Board made the decision to only hold two national conferences this year, as it would have been difficult to secure speakers from the new Government to speak in June, so soon after the General Election in May. Our Autumn conference in November was very well attended and speakers included Nick Gibb MP, then the Minister of State for Schools; Toby Young, Journalist and Founder of the West London Free School; Peter Lauener, Chief Executive of the Education Funding Agency and Frank Green CBE, the then National Schools Commissioner. Our national Spring conference was also held in London and we were joined by speakers, Lucy Powell MP, the then Shadow Secretary of State for Education; Sam Gyimah MP who was then Parliamentary Under Secretary of State for Childcare and Education; Peter Lauener, Chief Executive, Education Funding Agency (EFA) and Tony Foot, Deputy Director of the Academies and Maintained Schools Group (EFA).

**FREEDOM AND AUTONOMY FOR SCHOOLS - NATIONAL ASSOCIATION
(A COMPANY LIMITED BY GUARANTEE)
TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2016**

Working in partnership with GovNet, FASNA attended the Academies Show in both May and November, with our Chair giving a keynote speech at the events and FASNA successfully running seminars for attendees on the new expectations of governance and budgeting and staffing structures. FASNA had a large stand at the events providing surgeries for attendees. These events enable FASNA to reach a new audience and so gain publicity and membership.

FASNA have been approached by various organisations to work on new projects with them this year. ITN Productions have asked FASNA to join with them on a programme entitled 'Using Autonomy' which will showcase FASNA's contribution towards effective best practice in schools, over the last 24 years. Work has begun on this project. We have also worked together with NASBM and The School Bus to develop an online forum for school leaders. This was launched early in 2016.

Some initial work was also done to explore the possibility of a recruitment project for leaders of schools and MATs, together with Smart Recruitment. A possible secondment project was also investigated but a decision was taken by the Board to not pursue these.

Following discussions with the Centre for the study of Market Reform of Education (CMRE), FASNA were asked to sponsor them so enabling benefits from the organisation for our members and also networking opportunities for the Board and therefore publicity for FASNA. The FASNA Board took the decision to pursue this offer.

The National Induction Panel for Teachers (NIPT) has developed further under FASNA's guidance this year. Following the closure of the Independent Academies Association, the Secretary of State requested that FASNA takeover the management of NIPT. NIPT continues to provide robust, high quality support for the induction of newly qualified teachers.

Because of the continued growth of the activity of FASNA, the Board had hoped to appoint a Chief Executive Officer (CEO). This did not happen as the CEO designate was unable to work the hours needed to fulfil the role. An Executive Officer was therefore recruited with the hope that this role may develop into that of a more strategic Chief Executive Officer.

The FASNA Board also increased its capacity of the last year, with three new Associate Board Members.

Financial review

Total income for the year is £314,798 (2015: £346,321). Subscription income of £122,799 represents a decrease on the £134,354 in the previous period whilst conference income is £49,075 compared to £59,300 in the previous period. Seminar and advice income relates to advisory services provided to schools. It is an income stream that has decreased from £132,548 in the previous period to £84,651 during this year. Total costs of £367,675 relate primarily to the direct costs of providing the member services plus governance costs and bear a direct relationship to the income streams. They include an element of administrative support costs as disclosed in the notes to the financial statements.

The assets of FASNA are mainly represented by cash which is held in interest bearing accounts.

The Trustees, having given due consideration to the risks faced by the organisation and its financial and other commitments to members and other stakeholders, consider an appropriate level of reserves to be approximately four months operating expenditure or one third of annual expenditure which equates to an educational term. Based on current activity this would equate to a level of reserves of approximately £100,000. Unrestricted funds have been designated to cover this level of contingency reserves plus an amount for development of FASNA's activities.

It is the policy of the charity to invest any surplus funds in term deposits with the charity's bankers and other financial institutions that are covered by the Financial Services Compensation Scheme.

**FREEDOM AND AUTONOMY FOR SCHOOLS - NATIONAL ASSOCIATION
(A COMPANY LIMITED BY GUARANTEE)
TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2016**

Strategic report

The description under the headings "Achievements and performance" and "Financial review" meets the company law requirements for the trustees to present a strategic report.

Plans for the future

FASNA have continued to remain busy with membership growing and frequent requests for bespoke training within schools and trusts.

Many of FASNA's member schools are now part of multi-academy trusts which has enabled a wider reach of membership. Bespoke sessions on academy conversion and the growth into multi-academy trusts are becoming a regular feature, offered at a reduced rate for our member schools and trusts.

FASNA's key priorities remain the same and we are looking forward to the release of the second stage of the National Fair Funding consultation. We are continuing to support members in dealing with rising budget pressures, developing effective governance and forming effective multi-academy trusts.

FASNA have also been approached by Sage with an offer of sponsorship and also the opportunity to sponsor the cost of academy conversion and multi-academy trust information gathering seminars. Sage have now sponsored six of these seminars which have been held in different parts of the country. This has enabled FASNA to share our message and also gain publicity.

In response to Members' requests, FASNA have been supported by both PS Financials and Browne Jacobson in the development of a multi-academy trust (MAT) on-line forum for the chief executive officers of MATs. This is now live and we are encouraging debate through this forum.

FASNA has also been asked to be part of the DfE External Advisory Board which is conducting a Review of Local Authorities. The Chair of FASNA has regularly attended these meetings.

FASNA have also continued to develop their programme with ITN Productions, which will be launched at the Autumn conference in November. Further filming will be done at this time with interviews with speakers and also some FASNA members.

FASNA are holding three conferences again this year. The first was held in June and speakers included Sir David Carter, National Schools Commissioner; Sir Michael Barber, Chief Education Advisor to Pearson and Chair of the Foundation for Leadership in Education; Robert Hill, Independent Education Consultant and Gabriel Heller Sahlgren, Director of Research at CMRE. The Autumn conference sold out with speakers including Nick Gibb MP, Minister of State for School Standards; Sir Michael Wilshaw, Her Majesty's Chief Inspector of Education, Children's Services and Skills; the Rt Hon David Laws, Executive Chairman of CentreForum and former Minister of State for Schools and Sir David Carter, National Schools Commissioner. Already plans are being made for the conferences in the Spring and Summer 2017 with the summer conference being a 25 year celebration of FASNA.

FASNA have also released an update to our popular publication 'Effective Governance'. This has been written by FASNA Vice Chair, Joan Binder and entitled 'Effective and accountable governance in a Multi Academy Trust'. This has been given free to members and will be used as a resource at events to promote both the publication and FASNA's objectives.

FASNA will continue to be involved in the Academies Show twice a year, delivering a keynote speech, running our popular seminars and having a stand. We have also been asked to speak at the Bett Show in January and will be manning a stand there too. We hope to gain publicity and share our message more widely.

The FASNA Board has also decided to continue their partnership with the Centre for the study of Market Reform of Education (CMRE). The benefits of this association are publicity and also the ability to network with influential people to the advantage of our members.

**FREEDOM AND AUTONOMY FOR SCHOOLS - NATIONAL ASSOCIATION
(A COMPANY LIMITED BY GUARANTEE)
TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2016**

FASNA has also had some changes in the Board. The adoption of the revised Articles of Association has removed the automatic requirement to have elections of Board Members and allows the Board to co-opt if they so choose.

Finally, FASNA will continue to work to support its members by expanding and developing the national network that is FASNA.

Structure, governance and management

Freedom and Autonomy for Schools - National Association is constituted as a company limited by guarantee and a registered charity. It is governed by its Memorandum and Articles of Association and was incorporated on 3 December 2004. The charitable company is generally known as FASNA.

The trustees, who are also the directors for the purpose of company law, and who served during the year were:

Tom Clark CBE	
Joan Binder	
Dame Helen Hyde	(retired 7 July 2016)
Jane Aukett	
Roy Blackwell	
Debbie Clinton	(appointed 8 July 2015)
Gareth Dawkins	(appointed 23 September 2016, deceased 23 October 2016)
Susan Darbyshire	(appointed 23 September 2016)
Dame Kate Dethridge	(retired 7 June 2016)
Jayne Harrison	(appointed 23 September 2016)
Andrew Johnson	
Robert McDonough	
Martin Shevill	(appointed 23 September 2016)
Stephen Snelson	(appointed 23 September 2016)
Carl Ward	(retired 23 September 2016)
David Wilson	(appointed 8 July 2015)
Pam Wright OBE	(appointed 23 September 2016)

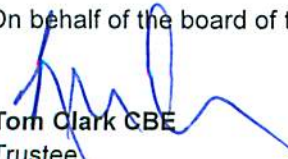
The ultimate decision making body of FASNA is its Executive Board which is made up of up to 15 Appointed Trustees who are appointed by the Executive Board in accordance with Article 5.8. and any number of Nominated Trustees who may be appointed by the Executive Board from time to time in accordance with Article 5.3.

All the member schools are themselves charities so members of the Executive Board are already well experienced in charity trusteeship. The Executive Board meets generally every 6-8 weeks. The Executive Board have various powers in the administration of the charity in their capacity as Trustees. One of these powers is to appoint a Chair and Vice Chair.

Risk management

The Trustees have considered the risks faced by the charity and the controls in place to mitigate those risks. The Trustees consider, whilst no system of controls can give absolute assurance against all risks, arrangements in place at FASNA are adequate.

On behalf of the board of trustees


Tom Clark CBE
Trustee

Dated: 11 November 2016

FREEDOM AND AUTONOMY FOR SCHOOLS - NATIONAL ASSOCIATION (A COMPANY LIMITED BY GUARANTEE) STATEMENT OF TRUSTEES' RESPONSIBILITIES

The trustees, who are also the directors of Freedom and Autonomy for Schools - National Association for the purpose of company law, are responsible for preparing the Trustees' Report and the accounts in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the trustees to prepare accounts for each financial year which give a true and fair view of the state of affairs of the charity and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that year.

In preparing these accounts, the trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgements and estimates that are reasonable and prudent; and
- prepare the accounts on the going concern basis unless it is inappropriate to presume that the charity will continue in operation.

The trustees are responsible for keeping adequate accounting records that disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the accounts comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

This report has been prepared in accordance with the special provisions relating to small companies within Part 15 of the Companies Act 2006.

**FREEDOM AND AUTONOMY FOR SCHOOLS - NATIONAL ASSOCIATION
(A COMPANY LIMITED BY GUARANTEE)
INDEPENDENT EXAMINER'S REPORT**

TO THE TRUSTEES OF FREEDOM AND AUTONOMY FOR SCHOOLS - NATIONAL ASSOCIATION

I report on the accounts of the charity for the year ended 31 March 2016, which are set out on pages 8 to 14.

Respective responsibilities of trustees and examiner

The trustees, who are also the directors of Freedom and Autonomy for Schools - National Association for the purposes of company law, are responsible for the preparation of the accounts. The trustees consider that an audit is not required for this year under section 144(2) of the Charities Act 2011, the 2011 Act, and that an independent examination is needed. The charity's gross income exceeded £250,000 and I am qualified to undertake the examination being a Chartered Accountant.

Having satisfied myself that the charity is not subject to audit under company law and is eligible for independent examination, it is my responsibility to:

- (i) examine the accounts under section 145 of the 2011 Act;
- (ii) to follow the procedures laid down in the general Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act; and
- (iii) to state whether particular matters have come to my attention.

Basis of independent examiner's report

My examination was carried out in accordance with the general Directions given by the Charity Commission. An examination includes a review of the accounting records kept by the charity and a comparison of the accounts presented with those records. It also includes consideration of any unusual items or disclosures in the accounts, and seeking explanations from you as trustees concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in an audit and consequently no opinion is given as to whether the accounts present a 'true and fair view' and the report is limited to those matters set out in the statement below.

Independent examiner's statement

In connection with my examination, no matter has come to my attention:

- (a) which gives me reasonable cause to believe that in any material respect the requirements:
 - (i) to keep accounting records in accordance with section 386 of the Companies Act 2006; and
 - (ii) to prepare accounts which accord with the accounting records, comply with the accounting requirements of section 396 of the Companies Act 2006 and with the methods and principles of the Statement of Recommended Practice: Accounting and Reporting by Charitieshave not been met; or
- (b) to which, in my opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached.



Howard W Johnston FCA

Chartered Accountant
Silvertribe Limited
7 Manor Farm Way
Seer Green
Buckinghamshire
HP9 2YD

Dated: 31/3/16

**FREEDOM AND AUTONOMY FOR SCHOOLS - NATIONAL ASSOCIATION
(A COMPANY LIMITED BY GUARANTEE)
STATEMENT OF FINANCIAL ACTIVITIES
INCLUDING INCOME AND EXPENDITURE ACCOUNT
FOR THE YEAR ENDED 31 MARCH 2016**

	Notes	Unrestricted funds £	Designated funds £	Total 2016 £	Total 2015 £
Income:					
Income from charitable activities	2	256,525	-	256,525	326,202
Investment income	3	7,569	-	7,569	6,630
Other income	4	50,704	-	50,704	13,489
Total income		314,798	-	314,798	346,321
Expenditure:					
Charitable activities	5				
Member Services		296,002	-	296,002	262,913
Conference		51,362	-	51,362	59,364
Seminars and Advice		20,311	-	20,311	56,996
Total expenditure		367,675	-	367,675	379,273
Net expenditure for the year/ Net movement in funds		(52,877)	-	(52,877)	(32,952)
Total Funds brought forward		467,455	225,000	692,455	725,407
Total Funds carried forward		414,578	225,000	639,578	692,455

The statement of financial activities also complies with the requirements for an income and expenditure account under the Companies Act 2006.

**FREEDOM AND AUTONOMY FOR SCHOOLS - NATIONAL ASSOCIATION
(A COMPANY LIMITED BY GUARANTEE)
BALANCE SHEET**

AS AT 31 MARCH 2016

	Notes	2016 £	£	2015 £	£
Current assets					
Debtors	9	80,383		110,264	
Investments	10	514,477		487,878	
Cash at bank and in hand		233,313		309,130	
		<u>828,173</u>		<u>907,272</u>	
Creditors: amounts falling due within one year	11	<u>(188,595)</u>		<u>(214,817)</u>	
Total assets less current liabilities			<u>639,578</u>		<u>692,455</u>
Income funds					
Unrestricted funds:					
Designated funds	12		225,000		225,000
Other charitable funds			<u>414,578</u>		<u>467,455</u>
			<u>639,578</u>		<u>692,455</u>

The company is entitled to the exemption from the audit requirement contained in section 477 of the Companies Act 2006, for the year ended 31 March 2016. No member of the company has deposited a notice, pursuant to section 476, requiring an audit of these accounts.

The directors acknowledge their responsibilities for ensuring that the company keeps accounting records which comply with section 386 of the Act and for preparing accounts which give a true and fair view of the state of affairs of the company as at the end of the financial year and of its incoming resources and application of resources, including its income and expenditure, for the financial year in accordance with the requirements of sections 394 and 395 and which otherwise comply with the requirements of the Companies Act 2006 relating to accounts, so far as applicable to the company.

These accounts have been prepared in accordance with the special provisions relating to small companies within Part 15 of the Companies Act 2006.

The accounts were approved by the Board on 11 November 2016

Tom Clark CBE
Trustee 

Joan Binder
Trustee



Company Registration No. 5303883

**FREEDOM AND AUTONOMY FOR SCHOOLS - NATIONAL ASSOCIATION
(A COMPANY LIMITED BY GUARANTEE)
NOTES TO THE ACCOUNTS (CONTINUED)**

FOR THE YEAR ENDED 31 MARCH 2016

1 Accounting policies (Continued)

1.5 Critical accounting estimates and judgements

In the application of the charity's accounting policies, the directors are required to make judgements, estimates and assumptions about the carrying amount of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised where the revision affects only that period, or in the period of the revision and future periods where the revision affects both current and future periods.

1.6 Cash and cash equivalents

Cash and cash equivalents include cash in hand, deposits held at call with banks and other short-term liquid investments with original maturities of three months or less.

1.7 Creditors and provisions

Creditors and provisions are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

2 Income from charitable activities

	2016 £	2015 £
Member Services	122,799	134,354
Conferences	49,075	59,300
Seminars and Advice	84,651	132,548
	<u>256,525</u>	<u>326,202</u>

3 Investment income

	2016 £	2015 £
Interest receivable	7,569	6,630
	<u>7,569</u>	<u>6,630</u>

4 Other income

	2016 £	2015 £
Other income	50,704	13,489
	<u>50,704</u>	<u>13,489</u>

FREEDOM AND AUTONOMY FOR SCHOOLS - NATIONAL ASSOCIATION
(A COMPANY LIMITED BY GUARANTEE)
NOTES TO THE ACCOUNTS (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2016

5	Total resources expended		2016	2015		
			£	£		
	Charitable activities					
	<u>Member Services</u>					
	Activities undertaken directly		225,960	198,548		
	Support and governance costs		70,042	64,365		
	Total		296,002	262,913		
	<u>Conference</u>					
	Activities undertaken directly		33,005	43,573		
	Support costs		18,357	15,791		
	Total		51,362	59,364		
	<u>Seminars and Advice</u>					
	Activities undertaken directly		15,721	25,416		
	Support costs		4,590	31,580		
	Total		20,311	56,996		
			367,675	379,273		
			=====	=====		
6	Support costs					
		Member	Conference	Seminars	Total	Total
		Services	and Advice	and Advice	2016	2015
		£	£	£	£	£
	Office costs	68,842	18,357	4,590	91,789	110,536
	Governance costs - independent examiner's fees	1,200	-	-	1,200	1,200
		70,042	18,357	4,590	92,989	111,736
		=====	=====	=====	=====	=====

Support costs relate to administrative costs and have been allocated on the basis of estimated usage or where this is not practicable, in proportion to other expenditure.

**FREEDOM AND AUTONOMY FOR SCHOOLS - NATIONAL ASSOCIATION
(A COMPANY LIMITED BY GUARANTEE)
NOTES TO THE ACCOUNTS (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2016**

7 Trustees

The charity has the power to make payment for services provided by trustees under the provisions of its Memorandum and Articles of Association.

During the year Trustees were paid for services provided to the charitable company as follows:

Tom Clark - £49,492
Joan Binder - £34,420
David Wilson - £12,850

In addition 9 trustees were re-imbursed for travel and subsistence, telephone and office costs totalling £27,984 (2015: £19,707).

8 Employees

Number of employees

During the year FASNA's administrators and office facilities were provided by George Spencer Academy and Watford Grammar School for Girls who invoiced for the costs incurred. The amount invoiced for staffing costs during the year was £67,800 (2015: £60,691).

The average monthly number of employees employed directly by FASNA during the year was:

	2016 Number	2015 Number
Member support	1	-
Employment costs	2016	2015
	£	£
Wages and salaries	11,181	-
Other pension costs	292	-
	11,473	-

There were no employees whose annual remuneration was £60,000 or more.

9 Debtors

	2016 £	2015 £
Trade debtors	69,414	80,480
Other debtors	10,969	29,784
	80,383	110,264

FREEDOM AND AUTONOMY FOR SCHOOLS - NATIONAL ASSOCIATION
(A COMPANY LIMITED BY GUARANTEE)
NOTES TO THE ACCOUNTS (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2016

10 Current asset investments

These comprise short term bank deposits.

11 Creditors: amounts falling due within one year	2016	2015
	£	£
Trade creditors	40,404	63,076
Taxes and social security costs	23,873	17,794
Other creditors	5,405	5,940
Accruals	118,913	128,007
	<u>188,595</u>	<u>214,817</u>

12 Designated funds

The income funds of the charity include the following designated funds which have been set aside out of unrestricted funds by the trustees for specific purposes:

	Balance at 1 April 2015	Movement in funds		Balance at 31 March 2016
	£	Incoming resources £	Resources expended £	£
Contingency and Development Fund	225,000	-	-	225,000
	<u>225,000</u>	<u>-</u>	<u>-</u>	<u>225,000</u>

The contingency and development fund has been created to:

- set aside funds to enable the charity to develop its services and activities; and
- provide funds to enable continuation of the charity's services in the event of a loss or downturn of funding streams.

13 Analysis of net assets between funds

	Unrestricted funds £	Designated funds £	Total £
Fund balances at 31 March 2016 are represented by:			
Current assets	603,173	225,000	828,173
Creditors: amounts falling due within one year	(188,595)	-	(188,595)
	<u>414,578</u>	<u>225,000</u>	<u>639,578</u>