
OXFORD DIOCESAN SCHOOLS TRUST
(A Company Limited by Guarantee)

ANNUAL REPORT AND FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2015

OXFORD DIOCESAN SCHOOLS TRUST
(A Company Limited by Guarantee)

CONTENTS

	Page
Reference and Administrative Details of the Academy, its Directors and Advisers	1 - 2
Directors' Report	3 - 15
Governance Statement	16 - 19
Statement on Regularity, Propriety and Compliance	20
Directors' Responsibilities Statement	21
Independent Auditors' Report	22 - 23
Independent Reporting Accountant's Assurance Report on Regularity	24 - 25
Statement of Financial Activities	26 - 27
Balance Sheet	28
Cash Flow Statement	29
Notes to the Financial Statements	30 - 53

OXFORD DIOCESAN SCHOOLS TRUST
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**REFERENCE AND ADMINISTRATIVE DETAILS OF THE COMPANY, ITS MEMBERS/ TRUSTEES AND
ADVISERS
FOR THE YEAR ENDED 31 AUGUST 2015**

Members

Oxford Diocesan Board of Education
The Revd Mary A Harwood
The Right Revd Alan Wilson
Mrs K M Winrow

Trustees

Revd A J Bevan¹
Dr P Chadwick
Revd Canon B D Clover
Mrs J A Davey, Accounting Officer¹
The Rt Revd P F Hullah (resigned 18 January 2015)
Revd S M Lynch (appointed 11 May 2015)
Mr R D Ireson, Chair of Finance Committee¹
Mrs P Pritchard (appointed 11 May 2015)
D C Bendor - Samuel (resigned 29 January 2015)
The Ven H S Ringrose (resigned 15 December 2014)
Revd Dr J Reader¹
Mrs A M A F Von Stackelberg
Mrs K M Winrow, Chair of Board of Directors

¹ Member of Finance Committee

Registered Company Number

08143249

Principal and Registered Office

Diocesan Church House
North Hinksey
Oxford
OX2 0NB

Chief Executive Officer

Mrs J A Davey

Senior management team

Mrs J A Davey, CEO
Mr D J Locke, Chief Operating Officer
Mr D Cousins, Director of Schools
Mrs S Bremner-Milne, Finance Director

OXFORD DIOCESAN SCHOOLS TRUST
(A Company Limited by Guarantee)

**REFERENCE AND ADMINISTRATIVE DETAILS OF THE COMPANY, ITS MEMBERS/ TRUSTEES AND
ADVISERS**
FOR THE YEAR ENDED 31 AUGUST 2015

Administrative details (continued)

Independent Auditors

Whitley Stimpson Ltd
Penrose House
67 Hightown Road
Banbury
OX16 9BE

Bankers

Lloyds Bank plc
PO Box 1000
BX1 1LT

Solicitors

Lee Bolton Monier-Williams
1 The Sanctuary
Westminster
London
SW1P 3JT

OXFORD DIOCESAN SCHOOLS TRUST
(A Company Limited by Guarantee)

DIRECTORS' REPORT
FOR THE YEAR ENDED 31 AUGUST 2015

The Directors (who are also Trustees of the Company which is an exempt charity for the purposes of the Charities Act 2011) present their Annual Report together with the audited financial statements of the Oxford Diocesan Schools Trust (the "Company") for the period from 1 September 2014 to 31 August 2015. The annual report serves the purposes of both a Trustees' report and a Directors' report, including a Strategic Report under company law.

At 31 August 2015, the Company operates 13 primary Academies in the area covered by the Oxford Diocese (which covers Berkshire, Buckinghamshire, Oxfordshire and Milton Keynes), with a combined pupil capacity of 3,185 and 2,757 pupils currently enrolled based on the January 2015 school census.

Structure, governance and management

CONSTITUTION

The Oxford Diocesan Schools Trust (the "Company") is a private company limited by guarantee with no share capital and is an exempt charity. The Company's memorandum and articles of association are the primary governing documents of the Company. Members of the Company are the Diocesan Board of Education (acting corporately), the subscribers to the memorandum who were two individual Members of the Diocesan Board of Education and there may be up to five other persons appointed by the Diocesan Board of Education. In addition, the Members, with the consent of the Diocesan Board of Education, may agree unanimously to appoint additional Members.

The Company's Directors are also trustees for the purposes of charity law. Details of the Directors who served during the period are included in the Reference and Administrative Details on Page 1.

The Oxford Diocesan Schools Trust was incorporated on 13 July 2012. It is a Multi-Academy Trust and has in place a Master Funding Agreement with the Department for Education and separate Supplemental Funding Agreements in respect of each academy within the Company.

There were thirteen academies within the Company by the period ended 31 August 2015 as follows:

At the start of the year at 1 September 2014 there were five academies:

- John Henry Newman CE Academy
- Grove CE Primary School
- The Hendreds CE Primary School
- St Christopher's CE Primary School
- Wheatley CE Primary School

These were joined in the financial year by eight new academies:

- | | |
|---|--------------------------|
| • St Peter's Middle School, Old Windsor | Joined 1st November 2014 |
| • Burchetts Green C of E Infants School | Joined 1st December 2014 |
| • St Luke's C of E Primary School, Maidenhead | Joined 1st December 2014 |
| • St Peter's Infant School, Alvescot | Joined 1st March 2015 |
| • St Christopher's Primary School, Langford | Joined 1st March 2015 |
| • The Blake, C of E Primary School, Witney | Joined 1st March 2015 |
| • Bampton C of E Primary School | Joined 1st July 2015 |
| • North Leigh C of E Primary School | Joined 1st July 2015 |

OXFORD DIOCESAN SCHOOLS TRUST
(A Company Limited by Guarantee)

DIRECTORS' REPORT (continued)
FOR THE YEAR ENDED 31 AUGUST 2015

MEMBERS' LIABILITY

Each Member of the Company undertakes to contribute to the assets of the 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.

DIRECTORS' INDEMNITIES

Subject to the provisions of the Companies Act 2006, every Director or other officer or auditor of the Company is indemnified out of the assets of the Company against any liability incurred by him/her in that capacity in defending any proceeding whether civil or criminal, in which judgment is given in favour or in which relief is granted to him/her by the court from liability for negligence, default, breach of duty of trust in relation to the affairs of the Company.

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

PRINCIPAL ACTIVITIES

The Company's principal activity during the period was the provision of schools with a designated Church of England religious character, offering a broad and balanced curriculum conducted in accordance with the principles, practice and tenets of the Church of England. The schools serve children aged from 3 to 14.

METHOD OF RECRUITMENT AND APPOINTMENT OR ELECTION OF DIRECTORS

Up to twelve Directors are appointed to the Board by the Members. In addition, the Chief Executive Officer (CEO) / Diocesan Director of Education (DDE) is a Director. The Directors, with the consent of the Diocesan Board of Education, may appoint up to two Directors for such term up to a maximum of four years and upon such conditions as they shall think fit. Directors (with the exception of co-opted and ex officio Directors, including the CEO) are appointed for a period of four years but are eligible for reappointment provided the necessary criteria are met in each case.

Each academy within the Company has an advisory body, as required by the Master Funding Agreement. These are called Local Governing Bodies ("LGBs") and their functions are set out in a scheme of delegation by the Company. Members of the LGBs are appointed primarily by the Directors of the Company (with some exceptions allowing for the election of parent representatives etc.) and are accountable to the Directors accordingly. The Directors are also entitled to sit on the LGBs in an ex officio capacity.

Directors of the Charitable Company are appointed by Members. A minimum of five and a maximum of twelve should be appointed.

- The skill set of existing Directors is regularly recorded and audited;
- New directors are sourced from LGBs if possible and from the Diocesan area
- Members meet the Board of Directors to consider recommendations

In addition committees of the Board have co-opted members from LGBs.

The Company intends to establish a Search Committee during the next year which intends to recruit Directors based on bridging any gaps based on the existing skill sets we have in place.

OXFORD DIOCESAN SCHOOLS TRUST
(A Company Limited by Guarantee)

DIRECTORS' REPORT (continued)
FOR THE YEAR ENDED 31 AUGUST 2015

POLICIES AND PROCEDURES ADOPTED FOR THE INDUCTION AND TRAINING OF DIRECTORS

All Directors are provided with the Company's governing documents (i.e. the Memorandum and Articles of Association) as well as the Master Funding Agreement and Supplemental Funding Agreements for the Academies. The Directors are further provided with minutes, accounts, budgets and other documents relating to the Company. In addition, relevant documentation issued by the Department for Education, the Charity Commission and their professional advisers as necessary are provided to enable the Directors to meet their legal obligations and follow best practice in respect of their role as Directors (and charity trustees). Further, Directors are encouraged to make visits to the Academies within the Company.

ORGANISATIONAL STRUCTURE

The Board of Directors governs the activities of the Company and oversees the work of each academy's LGB. The structure consists of the Board and four subcommittees; Finance, Ethos, Academy Improvement and, Pay & Personnel. The Directors are also ultimately responsible for the strategic direction of the Company ensuring that its aims are met and its ethos maintained. Specifically this includes setting general policy, adopting an annual plan and budget, monitoring the Company's financial performance and educational outcomes. The Directors are also responsible for setting general policy and making major decisions about the direction of the Company.

As briefly outlined above, the LGBs oversee the work and outcomes of individual academies within the Company. These are made up of a mix of local people including staff, parents and sponsor nominees acting as a critical support to the Principal and the academy. They will review the overall impact of each academy amongst the community it serves and ensures the Company's ethos remains as the core value.

The Senior Leadership Team of the Company are the CEO, the Chief Operating Officer, the Director of Schools and Finance Director. They lead and manage the Company, setting strategy and implementing policy in conjunction with the Board of Directors generally. Principals and Vice Principals, as employees of the Company, lead and manage the individual academies.

CONNECTED ORGANISATIONS, INCLUDING RELATED PARTY RELATIONSHIPS

Save as outlined below and as permitted by the Articles of Association, no Director received any remuneration in respect of their services as a Director during the year, nor for any other work undertaken on behalf of the Company.

The Directors are appointed in accordance with their skills and experience each can offer to the Company. Some are drawn from sponsoring organisations, employers or other organisations which from time to time have dealings with the Company in the course of their work, particularly in respect of other schools and academy trusts. All transactions between any Directors' employers and/or organisations and the Company were carried out at arm's length and all material transactions were at standard rates. A register of each Director's business interests is also maintained.

During the period, the Company obtained a number of essential support services from the Oxford Diocesan Board of Education (a corporate member of the Company) at a cost of £70,874 (2014: £110,461). These services included the services of the CEO, education advisers and other support services which were procured in order to obtain the benefit of economies of scale from a larger organisation during the third year of operation of the Company. The Oxford Diocesan Board of Education also made a donation of £50,000 in the prior year to support the further initial set up costs of the Company.

OXFORD DIOCESAN SCHOOLS TRUST
(A Company Limited by Guarantee)

DIRECTORS' REPORT (continued)
FOR THE YEAR ENDED 31 AUGUST 2015

Objectives and Activities

OBJECTS AND AIMS

The Company's object is specifically restricted 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 academies which shall offer a broad and balanced curriculum and which shall include:

(a) Church of England schools designated as such which shall be conducted in accordance with the principles, practices and tenets of the Church of England including any trust deed governing the use of land used by an academy both generally and in particular in relation to arranging for religious education and daily acts of worship (as required by the relevant Funding Agreement) and having regard to any advice and following directives issued by the Diocesan Board of Education; and

(b) other academies whether with or without a designated religious character; but in relation to each of the academies to recognise and support their individual character and respect the different background of each and its links to the local community which it serves.

OBJECTIVES, STRATEGIES AND ACTIVITIES

At the heart of the vision for academies in the Company is a belief in educational excellence. It is the strategic objective of the Company to create a family of outstanding academies. This covers a range of potential 'predecessor' schools: good schools looking for a group option (including schools from particular geographical areas which may be converting together,) schools which are graded by Ofsted as "Requires Improvement", schools who require more 'hand on' sponsorship and brand new schools.

In summary, the Company is:

- dedicated to achieving excellence in education;
- inclusive and diverse, open and welcoming;
- promoting a rich and creative curriculum;
- creating rewarding places to work; and
- supporting communities.

PUBLIC BENEFIT

As set out in the objects in the Articles of Association, the Company is dedicated to advancing education for the public benefit and in so doing it serves pupils, staff, parents and their local communities by providing academies with the highest levels of academic rigour and pastoral care, with opportunities provided for spiritual growth and intellectual enquiry.

The Company seeks to embody the Christian experience of community by establishing and running academies which themselves become communities where gifts can be shared where the emphasis is on what can be contributed, rather than what can be received, and where each is given according to need. The Company's academies are places where children and young people can learn the value of service and of human endeavour, where they can be sure they are valued for who they are and where they can be supported to be the best they can be.

The Directors have complied with their duty to have due regard to the guidance on public benefit published by the Charity Commission in exercising their powers and duties as charity trustees.

OXFORD DIOCESAN SCHOOLS TRUST
(A Company Limited by Guarantee)

DIRECTORS' REPORT (continued)
FOR THE YEAR ENDED 31 AUGUST 2015

Strategic Report

ACHIEVEMENTS AND PERFORMANCE

Since the last report the Company has opened a further eight schools creating the nucleus of a growing family of schools. Plans for this to increase in the future across the Diocese include a range of Church of England and community schools who recognise in the Company a passion for outstanding, inclusive education serving local communities by providing an education of the highest quality.

Our schools are as follows:

John Henry Newman Academy:

After a successful first year as an academy with 365 pupils, results for 11 year olds fell back in 2014 and were more mixed. While good teaching in the Early Years continued to help children from this highly disadvantaged area of Oxford acquire key skills and develop their basic literacy and mathematics understanding, a history of underachievement meant Year 6 pupils in 2015 attained below average levels in English and mathematics. This was because while most made expected progress in reading and writing too few caught up in mathematics. The trust is clear that for these pupils this was not acceptable and focused input and support for the Headteacher is making an impact to the outcomes to the pupils in the school this year. Lead by initiatives in the leadership and management of the school, the trust has ensured that support is provided at all levels for an enthusiastic staff team to focus on improving standards for the pupils across the school.

The Hendreds CE School:

A smaller than average village primary school with 95 pupils serving the villages between Wantage and Didcot. In February 2011 inspectors judged the school as good and noted the good leadership of the headteacher, and the strong backing of the governing body, as key to its success. Current evaluations indicate that this has strengthened considerably and it continues to successfully serve the pupils who attend. In 2015 the achievement of pupils remained very strong with well above average attainment for pupils at the end of Year 6. All the pupils made expected progress in writing and mathematics and significant numbers made better than expected progress due to the high quality teaching in the school.

Grove CE School:

A small but growing primary school in the Wantage area with 144 pupils. In January 2013 the school was rated as 'good' by inspectors noting the good progress pupils made which helped them to attain average standards by the end of Year 6. In 2015 pupils' attainment dropped and below average numbers left the school having attained the levels expected for 11 year olds in English and maths combined. Fewer than expected proportions of pupils made expected progress in reading and writing. Broadly average numbers made expected progress in mathematics and outcomes are a concern to the trust.

St Christopher's CE Primary:

Serving a disadvantaged area of Oxford the school is a larger than average primary school with 411 pupils; significantly higher numbers of pupils receive pupil premium funding, and well-above average numbers of pupils join the school mid-year. In June 2013 inspectors judged it to require improvement and the school has subsequently been the focus for the trust's work to establish a secure development plan and support governors in supporting and challenging the improvements needed. In 2015 results for Year 6 pupils improved well and a broadly average number of pupils moved on to their next schools with typical levels of skills in English and maths. Broadly average proportions made expected and better progress in reading and mathematics tests and very positive progress in writing led to good outcomes. The school currently has an acting headteacher.

OXFORD DIOCESAN SCHOOLS TRUST
(A Company Limited by Guarantee)

DIRECTORS' REPORT (continued)
FOR THE YEAR ENDED 31 AUGUST 2015

Wheatley CE Primary:

Housed in a much larger school building than usual Wheatley is blessed with space and provides a rich curriculum with room to be creative for its 291 pupils. In February 2014 inspectors noted that under the good leadership of the headteacher the school had improved to be rated as good; noting that the pupils made good progress and achieved well; with progress in writing a particular strength. The school continued to grow and develop well last year with 11 year olds in 2015 attaining above average levels in English and maths and pupils made very strong progress in reading, writing and maths with significant numbers making better than expected progress in their learning.

St Peter's, Old Windsor:

St Peter's is a middle, deemed secondary school, significantly smaller than the average-sized secondary school with 237 pupils from 9-13 years old. The proportion of students from minority ethnic backgrounds and those who have special educational needs supported through school action is average. The current Headteacher joined the school in September 2013. Ofsted inspected the school in November 2013 and judged the school as Inadequate. As a result the school was sponsored to join ODST and a support programme was initiated by the Trust. In 2015 outcomes for pupils improved well and now broadly average numbers move-on to complete their KS3 programmes with appropriate levels of skills in reading, writing and mathematics. The Trust is still focused on ensuring that, from advantaged backgrounds, more pupils make better than expected progress and that teaching improves.

Burchetts Green Infant School:

As the smallest village infant school in the Royal Borough of Windsor and Maidenhead with 67 pupils aged 4-7 the school was founded by the Church of England in 1868 and is a typical Victorian church school. It is a school with small classes, a school that values the individual and a school which celebrates achievement. The last Ofsted inspection was in June 2009 when the school was graded as 'Outstanding'. The school continues to prove effective teaching for all its pupils and regularly pupils leave with above average levels of knowledge and skills in reading, writing and mathematics. In 2015 every 7year old attained the standards expected for year 2 pupils.

St Luke's Primary School, Maidenhead:

St Luke's Church of England Primary is an average size primary school with 250 pupils age 5-11 in 11 classes. Most pupils are from White British and Pakistani backgrounds. There are a high proportion of pupils who speak English as an additional language. The last Ofsted was in December 2013 when the school was graded as good having made outstanding progress from being judged to be inadequate two years earlier. In 2015 9 in 10 pupils attained the expected levels in English and mathematics combined and having made expected and better progress from levels on entry which were below typically expected for reception children.

St Peter's Infant School, Alvescot:

This is a small infant school of 52 pupils aged 4-7. The school has a Victorian building at its heart, and is set in beautiful grounds, but has modern classrooms with the latest technology and high quality resources. In November 2007 the schools was judged by Ofsted to be Outstanding, a judgement that was upheld at the interim assessment that took place in November 2011. The 2015 outcomes for pupils continued to be high. Every child in Year 2 achieved the expected level 2 standard and 9 out of 10 children in reception attained a 'good level of development'.

OXFORD DIOCESAN SCHOOLS TRUST
(A Company Limited by Guarantee)

DIRECTORS' REPORT (continued)
FOR THE YEAR ENDED 31 AUGUST 2015

The Blake Primary School, Witney:

With 408 pupils aged 4-11 the Blake is larger than the average primary school. The Blake CE Primary School is an innovative, exciting school having strong links with St. Mary's Church, Cogges and the Community. It provides a safe and healthy environment in which a child can grow and develop academically, physically, personally and spiritually. The Blake has a growing reputation of accepting pupils with additional learning needs and complex social and emotional difficulties which are beginning to impact on the outcomes for pupils. The school encourages life-long learning through an atmosphere of challenge and high expectations. The last Ofsted was in May 2014 when the school was judged as Good. In 2015 its results were broadly expected with outcomes which met the government's floor standards and were particularly strong for the youngest pupils in the school.

St Christopher's Primary School, Langford:

The school has 116 pupils age 4-11. It is a small village school with most of the pupils coming from Langford and the surrounding nine villages and hamlets. It is surrounded by beautiful countryside, and has grounds that include a large field with nature areas, a wooden play area, music garden, a sheltered quiet area and an all-weather AstroTurf pitch which allow a variety of outdoor learning to be part of the curriculum. The last Ofsted was in May 2010 when the school was judged as Good. In 2015 every 5 year old reached a good level of development in assessments and every child in Year 2 reached the expected standard for 7 year olds.

Bampton Primary School:

With 128 pupils age 4-11 this is a small village school set in the pretty rural village of Bampton in the middle of a modern housing development. The last Ofsted was in March 2015 when the school was judged as Good. Under good leadership the pupils in 2015 attained well with every 11 year old attaining the required level in writing and mathematics and only one pupil narrowly missing out in reading. High expectations means that pupils make good progress and significant numbers make better than this from broadly typical level on entry to the school.

North Leigh Primary School:

There are 172 children age 4-11 in 7 classes, with breakfast and after school provision also on site. The school community is vibrant and supports and nurtures the children. The last Ofsted was in July 2011 when the school was judged as Good. Outcomes for the school in 2015 were broadly average overall but with small cohorts, the achievement of individual pupils has a disproportionate impact on the headline figures.

GOING CONCERN

After making appropriate enquiries, the Directors have a reasonable expectation that the Company and the academies currently within it have adequate resources to continue in operational existence for the foreseeable future. For this reason, the Directors continue 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 in note 1 to the financial statements.

The Balance Sheet also recognises a £3,232,000 (2014: £1,529,000) defined benefit pension scheme liability as required by the relevant accounting standards. This liability arises from the deficit in the Local Government Pension Scheme ("LGPS") that is attributable to the Company. The Company is not currently required to make accelerated payments to meet this liability, but, were arrangements to change, the Company would have difficulty in making such payments without its public funding being adjusted to meet this liability and the Company would then expect that cost to be covered by its public funding alongside all other reasonable costs of the education it provides. The Directors, in any case, have noted that the Government has provided a guarantee that in the event of an academy closure, any outstanding Local Government Pension Scheme liabilities would be met by the Department for Education.

In judging therefore whether the Company is a going concern, the Directors note that at the end of the financial period, whilst the total funds of the Company stood at £8,836,923 (2014: £6,021,791, the more relevant figure is the net current assets of the Company (which exclude the fixed assets and the defined benefit pension scheme liability) of £1,629,500 (£862,789).

OXFORD DIOCESAN SCHOOLS TRUST
(A Company Limited by Guarantee)

DIRECTORS' REPORT (continued)
FOR THE YEAR ENDED 31 AUGUST 2015

KEY FINANCIAL PERFORMANCE INDICATORS

As well as monitoring educational improvement the Board also monitor other key performance indicators.

In terms of key financial indicators the Board have monitored carefully the operational financial surplus (actual of 1.05% vs > 1.0% budget) and cash balances (actual of 1.9 months operational expenditure compared to > 1.0 months budget). The Board are satisfied that actual performance is in line with targets set.

The Directors' medium term aim is to balance the Company's budget in year and to build sufficient reserves to protect its schools against the financial impact of unplanned costs such as urgent and unforeseen capital repairs. However, they are also mindful that this must be balanced by the responsibility to use the public funds delegated to them for the benefit of the pupils currently on roll in the Company's schools, and to ensure that all balances held, whether by the Company itself or by its schools, have a clearly identifiable, transparent and documented purpose.

Although the Company's Funding Agreement is not subject to a specific carry forward limit on the amount of GAG funding, the main financial performance indicator is the level of reserves held at the balance sheet date and, in particular, the amount of GAG funding carried forward at the balance sheet date. At 31 August 2015, the balance of the GAG Restricted Fund was £197,781 (2014: £102,517).

After adjusting for the transfer of the Local Government Pension Scheme (LGPS) deficits inherited on conversion and the further FRS17 adjustments to the LGPS deficit in the period, the Company made a deficit for the year on its restricted funds of £163,534 (2014: surplus of £187,636). This deficit was then funded via a transfer of funds of from the Company's unrestricted funds of £289,599, thereby giving a surplus movement of funds on the restricted funds for the year of £126,065. This surplus consists substantially of educational grants received in the year ended 31st August 2015. The expenditure that will be funded by these grants will fall largely in the 2015/16 financial year although some may be held over until the following year if the Company's budget plans require it.

Financial review

REVIEW OF ACTIVITIES

The Directors approved an overall budget for the period from 1 September 2014 to 31 August 2015. The Company monitors finances on a regular basis to ensure budgets are achieved. It also ensures that measures are in place to verify that all funds and grants are used for the purposes for which they were applied for or given, and to ensure the ongoing viability of the Company and its academies.

The Company received income into its Unrestricted Fund, Restricted General Funds and Fixed Asset Fund during the year ended 31 August 2015. While the Statement of Financial Activities sets out the income and expenditure of these various funds for the year, this includes a number of one-off items of income expenditure associated with those Academies that joined the Company during the year as well as FRS17 pension costs adjustments and depreciation charges. In terms of the operational result of the Company for the year ended 31 August 2015, the total operational income was £11,242,689 and the total operational expenditure was £11,124,317, thereby giving rise to an operational surplus for the year of £118,552.

OXFORD DIOCESAN SCHOOLS TRUST
(A Company Limited by Guarantee)

DIRECTORS' REPORT (continued)
FOR THE YEAR ENDED 31 AUGUST 2015

Restricted General Fund

The majority of the Company's income was received through Education Funding Agency (EFA) recurrent revenue grants into the Restricted General Fund, the use of which is restricted to the Company's charitable activities, being its educational operations. General Restricted Fund income for the year was £10,315,776 (2014: £4,677,231); expenditure against the fund was £12,111,310 (2014: £5,449,595), giving a restricted revenue fund deficit for the year of £1,795,534 (2014: deficit of £772,364) before transfers to the Restricted Fixed Asset Fund and actuarial gains and losses on the defined benefit pension scheme. This deficit includes net the defined benefit pension scheme liabilities transferred to the Company from the Academies that joined the Company during the year of £1,477,000 (2014: £877,000) and a further pension cost adjustment under FRS17 of £185,000 (2014: £83,000). Excluding these pension scheme liabilities and adjustments, the deficit on the General Restricted Fund for the year was £163,534 (2014: surplus of £187,636).

Unrestricted Funds

Income received into the Unrestricted Fund was £1,175,756 (2014: £628,811), of which £nil (2014: £50,000) was a grant from the Oxford Diocesan Board of Education and £683,534 (2014: £319,939) related to funds inherited from the Local Authorities on conversion. Expenditure against the fund was £209,820 (2014: £191,720) for the period, giving an Unrestricted Fund surplus for the year of £965,936 (2014: £437,091).

Restricted Fixed Asset Fund

The Restricted Fixed Asset Fund balance is reduced by the annual depreciation charge over the expected useful life of the assets concerned in line with the Company's depreciation policy. Income received into the fund included the value of the assets of £3,700,033 (2014: £6,151,605) transferred from the academies that have joined the Company this year. There is a £10,558,460 (2014: £6,725,079) Restricted Fixed Asset Fund period end surplus after transfers between funds.

The total fund balances as at 31 August 2015 were £8,836,923 (2014: £6,021,791). This comprises £1,051,881 (2014: £493,195) in Unrestricted Funds, £2,773,418 deficit (2014: deficit of £1,196,483) in Restricted General Funds (after accounting for defined benefit pension scheme deficit of £3,232,000 (2014: £1,529,000)), and £10,558,460 (2014: £6,725,079) in Restricted Fixed Asset Funds.

The Company's assets were predominantly used for providing education to schools pupils and for extended services.

The net book value of the Company's tangible fixed assets was £10,439,423 (2014: £6,688,002) at 31 August 2015 and the movement in this account is detailed in note 15 to the financial statements. The majority of this is represented by the value of the assets transferred to the Company from the Academies joining the Company during the year.

The Company occupies land and buildings which are provided to it and owned by various land trustees ('the Site Trustees'). The Company occupies this land and buildings under the terms of Church Land Supplemental Agreements between the Oxford Diocesan Board of Education, the Site Trustees and the Company, which provide the Company with the right to use the land and buildings of the Academies for an indefinite period, subject to a 2 year termination notice period, which amounts to a mere licence. The EFA guidance suggests that Academy Trusts recognise the future economic benefits that they expect to flow from the continued use of the property rather than recognising legal title and so, normally, Academy Trusts should recognise these assets on their balance sheet. The National Society of the Church of England and others have challenged this guidance and the EFA have responded by saying Directors should review the EFA guidance in reaching their own conclusions and must then provide enhanced disclosure. The directors continue to consider that prudence requires the exclusion from the balance sheet of land and buildings that are not beneficially owned. An enhanced disclosure has been given in the note 15 of the financial statements.

OXFORD DIOCESAN SCHOOLS TRUST
(A Company Limited by Guarantee)

DIRECTORS' REPORT (continued)
FOR THE YEAR ENDED 31 AUGUST 2015

The Company also has 125 year leases from Oxfordshire County Council and the Royal Borough of Windsor and Maidenhead for the playing fields of the various academies, which were transferred to the Company on conversion. The Directors have made an assessment of the value of this land on conversion based on the valuations commissioned by the Education Funding Agency and have determined that the value of this land, as included in the financial statements at 31 August 2015, is £9,847,000 (2014: £6,508,000).

Cash in hand at 31 August 2015 was £1,738,950 (2014: £930,548).

FINANCIAL AND RISK MANAGEMENT OBJECTIVES AND POLICIES

Our financial objectives include ensuring that every academy within the Company and the Company's central administration set and maintain viable budgets to ensure long term financial stability of the Company. Budget plans for the Company's central activities are planned on a five year rolling basis, and are monitored and amended to ensure continuing viability under changing circumstances.

Budget plans for academies within the Company are monitored and amended in consultation with the Finance Director to ensure viability over a three year rolling timescale, taking into account changes in funding levels arising from pupil number changes or other funding factors. Cash flow is monitored monthly at a Company and individual academy level. An internal Financial Procedures Manual has been published and issued to the Company's academies which requires compliance with procedures designed to manage and protect the Company's funds, and ensure that they are authorised at appropriate levels and used appropriately.

RISK MANAGEMENT

The Directors have assessed the major risks to which the Company is exposed, in particular those relating to the development of new buildings, the opening of academies, teaching, provision of facilities, and other operational areas of the academies and their finances. The risk register is reviewed regularly by the Directors and key members of staff. The Directors take insurance against many of the financial risks impacting the Company. The Directors approach is set out in a separate Financial Handbook which is undergoing further review and development.

PRINCIPAL RISKS AND UNCERTAINTIES

The Board of Directors has a risk management process to identify and monitor the risks faced by the Company. A risk register is in place with greater emphasis directed towards those identified higher risk areas. One of the highest risks being that of delivering improving results which has been prioritised by the recruitment of a Director of Schools who is implementing consistent reporting and thorough training of staff. Other risks identified include governance, statutory compliance, finance, insurance, attainment affecting pupil recruitment, attendance, behaviour, health and safety, organisation, operations, safeguarding, reputation, HR and ICT.

The principal risks and uncertainties facing the Company are as follows:

Financial

The Company is largely reliant on continued Government funding through the EFA. In the year 2014-15 approximately 95% (2014: 89%) of the Company's incoming resources (excluding amounts transferred on conversion from the Local Authority) was ultimately Government funded and whilst this level is expected to continue, there is no assurance that Government policy, in both financial and educational terms, or practice will remain the same or that public funding will continue at the same levels or on the same terms.

Whilst the Directors also undertake prudent insurance, there are risks of plant and building failure and deterioration that are not insurable.

OXFORD DIOCESAN SCHOOLS TRUST
(A Company Limited by Guarantee)

DIRECTORS' REPORT (continued)
FOR THE YEAR ENDED 31 AUGUST 2015

Failures in governance and / or management

The risk in this area arises from the potential failure to manage effectively the Company's finances, internal controls, compliance with regulations and legislation, statutory returns etc. This risk could arise in a member school within the Company (leading to a charge against the Company including other member schools). The Directors continue to review and ensure appropriate measures are in place to mitigate these risks both within the Company generally and within each member school.

School standards

The continuing success of the Company is dependent on continuing to maintain and develop the highest school standards to attract students and staff. To mitigate this risk, the Directors ensure that pupil success and achievement are closely monitored and reviewed; support is offered to any member school on appropriate ways to improve performance, and direct intervention is used if deemed necessary by the Directors.

Safeguarding and child protection

The Directors continue to ensure that the highest standards are maintained in the areas of selection and monitoring of staff, the operation of child protection policies and procedures, health & safety and discipline.

Staffing

The success of the Company is reliant on the quality of its staff so the Directors monitor and review policies and procedures to ensure continued development and training of staff as well as ensuring there is clear succession planning.

Fraud and mismanagement of funds

The Company has engaged Whitley Stimpson Limited, the external auditors, to perform additional checks as required by the Academies Financial Handbook. All finance staff receive training to keep them up to date with financial practice requirements and to develop their skills in this area. The Company has continued to strengthen its risk management process throughout the year by improving the process and ensuring staff awareness. A Risk Register has been produced and will be maintained and reviewed and updated on a regular basis.

RESERVES POLICY

The Company's five year budget plan includes plans to start to build its reserves towards at a sustainable level starting in the 2015/2016 financial year, in order to provide a cushion against unforeseen costs or liabilities. The level of reserves held will be reviewed annually by the Board of Directors to ensure that it is adequate but not excessive. It is assessed that in the medium term liquid reserves should be developed to equate to at least two months of budgeted operating expenditure. At the year-end liquid reserves were equal to 1.6 months of budgeted operating expenditure.

The Company also proposes to look at setting aside reserves to enable it to support schools which have unexpected and exceptional needs. This will be considered as part an on-going budget review process.

INVESTMENTS POLICY

The Company has no investments other than balances held in current accounts at Lloyds bank for the Company itself and its schools. We do not anticipate having sufficient surplus funds for investment in the next two years, and so a formal investment policy will be considered for 2016/17 onwards. At that time full consideration will be given to the extent to which social and ethical considerations will influence investment decisions.

OXFORD DIOCESAN SCHOOLS TRUST
(A Company Limited by Guarantee)

DIRECTORS' REPORT (continued)
FOR THE YEAR ENDED 31 AUGUST 2015

Plans for future periods

FUTURE DEVELOPMENTS

The Company intends to support the improvement in outcomes for the children and young people in its schools by recruiting a school link adviser to work with good and outstanding schools, broker school to school support, and increase the amount of training on offer to support school leaders.

ODST is committed to providing opportunities for leaders and managers across its schools to develop their skills and share good practice with one another. These regular opportunities include every school in the trust in looking at how to successfully adapt to the changes in education. We aim to support them in overcoming these challenges, offering senior leadership teams of our schools the opportunity to learn, share and discuss the key and current issues facing their schools so that pupils' learning improves.

The Company intends to develop its governor support services further with an improved support service to its clerks by appointing a part time governor services officer. This will assure our school's compliance and ensure governance procedures, meeting scheduling and clerking are of the highest quality.

There are four further academies, where "Academy Orders" have been agreed by the Secretary of State, that the Directors expect to join the Company in the next year as follows:

- The Batt C of E Primary School, Witney
- Burford Community School
- St Mary's C of E Infant School, Witney
- Brize Norton Community School

Opportunities for further schools to join are being explored to allow the Company to grow to its optimum level. Other schools have expressed a desire to join the Company.

The Company intends further to support the school improvement of its academies by appointing a school link adviser to work with good and outstanding schools to broker school to school support, and to increase the amount of training on offer to support school leaders. The Company also intends to develop its governor support services further with an improved support service to its clerks.

FUNDS HELD AS CUSTODIAN TRUSTEE ON BEHALF OF OTHERS

Neither the Company nor its Directors are acting as custodian trustee on behalf of others.

DISCLOSURE OF INFORMATION TO AUDITORS

Each of the persons who are Directors at the time when this Directors' Report is approved has confirmed that:

- so far as each Director is aware, there is no relevant audit information of which the Company's auditors are unaware, and
- that each Director has taken all the steps that ought to have been taken in order to be aware of any information needed by the Company's auditors in connection with preparing their report, and to establish that the Company's auditors are aware of that information.

OXFORD DIOCESAN SCHOOLS TRUST
(A Company Limited by Guarantee)

DIRECTORS' REPORT (continued)
FOR THE YEAR ENDED 31 AUGUST 2015

AUDITORS

In accordance with best practice, after a three year initial period a process is underway to tender the audit. A recommendation will then be brought to the Board and members for approval as appropriate.

This report, incorporating the Strategic Report, was approved by order of the Board of Directors on 15 December 2015 and signed on the Board's behalf by:

Mrs K M Winrow
Chair of the Board of Directors

OXFORD DIOCESAN SCHOOLS TRUST
(A Company Limited by Guarantee)

GOVERNANCE STATEMENT

In accordance with the Articles of Association, the Charitable Company has adopted a scheme of governance approved by the Secretary of State for Education. The scheme of governance specifies, amongst other things, the criteria for appointing local governors and that the curriculum should comply with the substance of the national curriculum.

SCOPE OF RESPONSIBILITY

As the Directors, we acknowledge we have overall responsibility for ensuring that the Company 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 Directors has delegated the day-to-day responsibility to the Chief Executive Officer, as Accounting Officer, for ensuring financial controls conform with the requirements of both propriety and good financial management and in accordance with the requirements and responsibilities assigned to it in the funding agreement between the Company and the Secretary of State for Education. They are also responsible for reporting to the Board of Directors any material weaknesses or breakdowns in internal control.

GOVERNANCE

The information on governance included here supplements that described in the Directors' Report and in the Directors' Responsibilities Statement. The Board of Directors has formally met 6 times during the year. Attendance during the year at meetings of the Board of Directors was as follows:

Director	Meetings attended	Out of a possible
Revd A J Bevan	5	6
Dr P Chadwick	5	6
Revd Canon B D Clover	5	6
The Rt Revd P F Hullah	2	3
Mr R D Ireson, Chair of Finance Committee	6	6
Revd Dr J Reader	5	6
Mrs J A Davey, CEO and Accounting Officer	5	6
Mr D C Bendor-Samuel	0	3
The Ven H S Ringrose	1	3
Mrs P Pritchard	2	2
Mrs K M Winrow, Chair of Board of Directors	6	6
Revd S M Lynch	2	2
Mrs A M A F Von Stackelberg	5	6

Governance reviews:

The Company intends to review the impact and effectiveness of the Board of Directors during the 2015/2016 financial year. The previous review was undertaken during the 2012/13 financial year.

The Local Governing Bodies will be reviewed through an annual cycle of visits and, where governance is causing concerns, the Company will consider the need to support governance through the appointment of additional governors and alternative governance arrangements.

OXFORD DIOCESAN SCHOOLS TRUST
(A Company Limited by Guarantee)

GOVERNANCE STATEMENT (continued)

The Finance Committee is a sub committee of the main Board of Directors. Its purpose is to review the Company's financial position closely and to provide delegated strategic financial direction. The Finance Committee also incorporates the duties of the Audit Committee. At present the Company has, as allowed by EFA, not appointed a separate Audit Committee. However, following a review of the terms of reference and governance arrangements, in accordance with best practice a separate Audit Committee is being set up and established in 2016.

The role of the Finance Committee includes preparing and approving annual budgets, monitoring financial performance against the budget, reviewing delegated authorities, ensuring all transactions are conducted in accordance with good practice as directed by the Charity Commission and the EFA, to ensure best value is achieved in all financial transactions and to receive and (where relevant) respond to annual audit reports on the Company and its use of public funds.

Attendance at meetings in the year was as follows:

Director	Meetings attended	Out of a possible
Mrs J A Davey, Accounting Officer	4	5
Mr R D Ireson, Chair of Finance Committee	5	6
Revd Dr J Reader	4	6
The Revd A Bevan	6	6

REVIEW OF VALUE FOR MONEY

As Accounting Officer, the Chief Executive has responsibility for ensuring that the Company 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 Company's use of its resources has provided good value for money during each academic year, and reports to the Board of Directors where value for money can be improved, including the use of benchmarking data where available. The Accounting Officer for the Company has delivered improved value for money during the year in many ways including:

- School absence insurance – for academies based in Oxfordshire, we were able on a group basis to arrange school absence insurance cover which for a number of academies resulted in substantial savings. As more academies join the Trust further potential savings can also be realised.
- Payroll services – we have agreed a Trust wide brokered deal with a payroll provider to provide services for all academies. For the academies based in the Royal Borough of Maidenhead and Windsor this resulted in savings when compared to their local authority provision of over £6,000 per academy in set up costs alone. Furthermore the move to a new provider was well managed and the service levels have both been well received and of a good quality.
- Schools link adviser – a decision was taken by the Board to appoint our own Schools link advisor. This appointment allowed us to reduce our dependence on external consultants and advisers, while providing closer and more customised support for the schools within the Trust. As a consequence we were able to reduce budget provision for general curriculum consultancy by over £30,000 per annum from the 2013-14 level despite the increased number of schools. It also has allowed the Trust to extend training opportunities to schools and academies outside the Trust, thus increasing our capacity for income generation.

OXFORD DIOCESAN SCHOOLS TRUST
(A Company Limited by Guarantee)

GOVERNANCE STATEMENT (continued)

THE PURPOSE OF THE SYSTEM OF INTERNAL CONTROL

The system of internal control is designed to manage risk to a reasonable level rather than to eliminate all risk of failure to achieve policies, aims and objectives; it can therefore only provide reasonable and not absolute assurance of effectiveness. The system of internal control is based on an ongoing process designed to identify and prioritise the risks to the achievement of Company policies, aims and objectives, to evaluate the likelihood of those risks being realised and the impact should they be realised, and to manage them efficiently, effectively and economically. The system of internal control has been in place in the Company for the year 1 September 2014 to 31 August 2015 and up to the date of approval of the annual report and financial statements.

CAPACITY TO HANDLE RISK

The Board of Directors has reviewed the key risks to which the Company is exposed together with the operating, financial and compliance controls that have been implemented to mitigate those risks. The Board of Directors is of the view that there is a formal ongoing process for identifying, evaluating and managing the Company's significant risks, that has been in place for the year 1 September 2014 to 31 August 2015 and up to the date of approval of the annual report and financial statements. This process is regularly reviewed by the Board of Directors.

THE RISK AND CONTROL FRAMEWORK

The Company's system of internal financial control is based on a framework of regular management information and administrative procedures including the segregation of duties and a system of delegation and accountability. In particular, it includes:

- comprehensive budgeting and monitoring systems with an annual budget and periodic financial reports which are reviewed and agreed by the Board of Directors;
- regular reviews by the Finance Committee of reports which indicate financial performance against the forecasts and of major purchase plans, capital works and expenditure programmes;
- setting targets to measure financial and other performance;
- clearly defined purchasing (asset purchase or capital investment) guidelines.
- delegation of authority and segregation of duties;
- identification and management of risks.

The Board of Directors has considered the need for a specific internal audit function and has decided to appoint Whitley Stimpson Limited as internal auditor to perform additional checks.

The external auditor's role includes giving advice on financial matters and performing a range of checks on the Company's financial systems. On a semi-annual basis, the internal auditor reports to the Board of Directors on the operation of the systems of control and on the discharge of the Board of Directors' financial responsibilities.

Whitley Stimpson Limited have carried out a schedule of work as defined by the Finance Committee. No major control issues were identified. However the work did identify improvements which could be made to the control system and these are being implemented by the Finance Committee and management.

OXFORD DIOCESAN SCHOOLS TRUST
(A Company Limited by Guarantee)

GOVERNANCE STATEMENT (continued)

REVIEW OF EFFECTIVENESS

As Accounting Officer, the Chief Executive Officer has responsibility for reviewing the effectiveness of the system of internal control. During the year in question the review has been informed by:

- the work of the internal auditor;
- the work of the external auditors;
- the financial management and governance self-assessment process;
- the work of the executive managers within the Company who have responsibility for the development and maintenance of the internal control framework.

The Accounting Officer has been advised of the implications of the result of their review of the system of internal control by the Finance Committee and a plan to address weaknesses and ensure continuous improvement of the system is in place.

Approved by order of the members of the Board of Directors on 15 December 2015 and signed on its behalf, by:

Mrs K M Winrow
Chair of the Board of Directors

Mrs J A Davey
CEO and Accounting Officer

OXFORD DIOCESAN SCHOOLS TRUST
(A Company Limited by Guarantee)

STATEMENT ON REGULARITY, PROPRIETY AND COMPLIANCE

As Accounting Officer of the Company I have considered my responsibility to notify the Company Board of Directors and the Education Funding Agency of material irregularity, impropriety and non-compliance with EFA terms and conditions of funding, under the funding agreement in place between the Company and the Secretary of State. As part of my consideration I have had due regard to the requirements of the Academies Financial Handbook (2014).

I confirm that I and the Company Board of Directors are able to identify any material, irregular or improper use of funds by the Company, or material non-compliance with the terms and conditions of funding under the Company's funding agreement and the Academies Financial Handbook (2014).

I confirm that no instances of material irregularity, impropriety or funding non-compliance have been discovered to date. If any instances are identified after the date of this statement, these will be notified to the Board of Directors and EFA.

Mrs J A Davey
CEO and Accounting Officer

Date: 15 December 2015

OXFORD DIOCESAN SCHOOLS TRUST
(A Company Limited by Guarantee)

DIRECTORS' RESPONSIBILITIES STATEMENT
FOR THE YEAR ENDED 31 AUGUST 2015

The Directors of the Company (who are also charity trustees for the purposes of charity law) are responsible for preparing the Directors' Report (including the Strategic Report) and the financial statements in accordance with the Annual Accounts Direction issued by the Education Funding Agency, United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice) and applicable law and regulations.

Company law requires the Directors to prepare financial statements for each financial year. Under company law the Directors must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the Company and of its incoming resources and application of resources, including its income and expenditure, for that period. In preparing these financial statements, the Directors are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles of the Charities SORP;
- make judgments and accounting estimates that are reasonable and prudent;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the Company will continue in business.

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

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

The Directors are responsible for the maintenance and integrity of the corporate and financial information included on the Company's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

Approved by order of the members of the Board of Directors on 15 December 2015 and signed on its behalf by:

Mrs K M Winrow
Chair of the Board of Directors

OXFORD DIOCESAN SCHOOLS TRUST
(A Company Limited by Guarantee)

INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF OXFORD DIOCESAN SCHOOLS TRUST

We have audited the financial statements of the Oxford Diocesan Schools Trust for the year ended 31 August 2015 which comprise the Statement of Financial Activities, the Balance Sheet, the Cash Flow Statement and the related notes. The financial reporting framework that has been applied in their preparation is applicable law, United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice) and the Academies Accounts Direction 2014 to 2015 issued by the Education Funding Agency.

This report is made solely to the charitable Company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charitable Company's members those matters we are required to state to them in an Auditors' Report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable Company and its members, as a body, for our audit work, for this report, or for the opinion we have formed.

RESPECTIVE RESPONSIBILITIES OF DIRECTORS AND AUDITORS

As explained more fully in the Directors' responsibilities statement, the Directors (who are also charity trustees for the purposes of charity law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view.

Our responsibility is to audit and express an opinion on the financial statements in accordance with applicable law and International Standards on Auditing (UK and Ireland). Those standards require us to comply with the Auditing Practices Board's Ethical Standards for Auditors.

SCOPE OF THE AUDIT OF THE FINANCIAL STATEMENTS

An audit involves obtaining evidence about the amounts and disclosures in the financial statements sufficient to give reasonable assurance that the financial statements are free from material misstatement, whether caused by fraud or error. This includes an assessment of: whether the accounting policies are appropriate to the Company's circumstances and have been consistently applied and adequately disclosed; the reasonableness of significant accounting estimates made by the Directors; and the overall presentation of the financial statements. In addition, we read all the financial and non-financial information in the Directors' Report to identify material inconsistencies with the audited financial statements and to identify any information that is apparently materially incorrect based on, or materially inconsistent with, the knowledge acquired by us in the course of performing the audit. If we become aware of any apparent material misstatements or inconsistencies we consider the implications for our report.

OPINION ON FINANCIAL STATEMENTS

In our opinion the financial statements:

- give a true and fair view of the state of the charitable Company's affairs as at 31 August 2015 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006 and the Academies Accounts Direction 2014 to 2015 issued by the Education Funding Agency.

OXFORD DIOCESAN SCHOOLS TRUST
(A Company Limited by Guarantee)

INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF OXFORD DIOCESAN SCHOOLS TRUST

OPINION ON OTHER MATTER PRESCRIBED BY THE COMPANIES ACT 2006

In our opinion the information given in the Directors' Report, incorporating the Strategic Report, for the financial year for which the financial statements are prepared is consistent with the financial statements.

MATTERS ON WHICH WE ARE REQUIRED TO REPORT BY EXCEPTION

We have nothing to report in respect of the following matters where the Companies Act 2006 requires us to report to you if, in our opinion:

- adequate accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of Directors' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit.

Jonathan Mark Walton ACA FCCA (Senior Statutory Auditor)

for and on behalf of

Whitley Stimpson Ltd

Penrose House
67 Hightown Road
Banbury
OX16 9BE
23 December 2015

OXFORD DIOCESAN SCHOOLS TRUST
(A Company Limited by Guarantee)

**INDEPENDENT REPORTING AUDITORS' ASSURANCE REPORT ON REGULARITY TO OXFORD
DIOCESAN SCHOOLS TRUST AND THE EDUCATION FUNDING AGENCY**

In accordance with the terms of our engagement letter dated 29 October 2015 and further to the requirements of the Education Funding Agency (EFA) as included in the Academies Accounts Direction 2014 to 2015, we have carried out an engagement to obtain limited assurance about whether the expenditure disbursed and income received by the Oxford Diocesan Schools Trust during the year 1 September 2014 to 31 August 2015 have been applied to the purposes identified by Parliament and the financial transactions conform to the authorities which govern them.

This report is made solely to the Oxford Diocesan Schools Trust and EFA in accordance with the terms of our engagement letter. Our work has been undertaken so that we might state to the Oxford Diocesan Schools Trust and EFA those matters we are required to state in a report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the Oxford Diocesan Schools Trust and EFA, for our work, for this report, or for the conclusion we have formed.

**RESPECTIVE RESPONSIBILITIES OF THE OXFORD DIOCESAN SCHOOLS TRUST'S ACCOUNTING
OFFICER AND THE REPORTING ACCOUNTANT**

The Accounting Officer is responsible, under the requirements of the Oxford Diocesan Schools Trust's funding agreement with the Secretary of State for Education dated 31 August 2012, and the Academies Financial Handbook extant from 1 September 2014, for ensuring that expenditure disbursed and income received is applied for the purposes intended by Parliament and the financial transactions conform to the authorities which govern them.

Our responsibilities for this engagement are established in the United Kingdom by our profession's ethical guidance and are to obtain limited assurance and report in accordance with our engagement letter and the requirements of the Academies Accounts Direction 2014 to 2015. We report to you whether anything has come to our attention in carrying out our work which suggests that in all material respects, expenditure disbursed and income received during the year 1 September 2014 to 31 August 2015 have not been applied to purposes intended by Parliament or that the financial transactions do not conform to the authorities which govern them.

APPROACH

We conducted our engagement in accordance with the Academies Accounts Direction 2014 to 2015 issued by EFA. We performed a limited assurance engagement as defined in our engagement letter.

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

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

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

The work undertaken to draw to our conclusion included:

- A review of internal control policies and procedures implemented by the Academy and an evaluation of their design and effectiveness to understand how the Academy has complied with the framework of authorities;

OXFORD DIOCESAN SCHOOLS TRUST
(A Company Limited by Guarantee)

**INDEPENDENT REPORTING AUDITORS' ASSURANCE REPORT ON REGULARITY TO OXFORD
DIOCESAN SCHOOLS TRUST AND THE EDUCATION FUNDING AGENCY (continued)**

- A review of the minutes of meetings of the trustees, relevant sub-committees and Local Governing Bodies and other evidence made available to us, relevant to our consideration of regularity;
- Enquiries of the Accounting Officer, including a review of the work undertaken by the Accounting Officer in relation to their Statement on Regularity, Propriety and Compliance; and
- Detailed testing of the income and expenditure of the Academy based on our assessment of the risk of material irregularity, impropriety and non-compliance. This work was integrated with our audit of the financial statements where appropriate and included analytical review and detailed substantive testing of transactions.

CONCLUSION

In the course of our work, nothing has come to our attention which suggests that in all material respects the expenditure disbursed and income received during the year 1 September 2014 to 31 August 2015 have not been applied to purposes intended by Parliament and the financial transactions do not conform to the authorities which govern them.

Jonathan Mark Walton ACA FCCA (Reporting Accountant)

Whitley Stimpson Ltd

Penrose House
67 Hightown Road
Banbury
OX16 9BE

23 December 2015

OXFORD DIOCESAN SCHOOLS TRUST
(A Company Limited by Guarantee)

STATEMENT OF FINANCIAL ACTIVITIES
(Incorporating Income and Expenditure Account and Statement of Total Recognised Gains and Losses)
FOR THE YEAR ENDED 31 AUGUST 2015

	Note	Unrestricted funds 2015 £	Restricted funds 2015 £	Restricted fixed asset funds 2015 £	Total funds 2015 £	Total funds 2014 £
INCOMING RESOURCES						
Incoming resources from generated funds:						
Voluntary income	2	745,046	1,031	3,749,355	4,495,432	6,538,627
Activities for generating funds	3	347,910	-	7,625	355,535	214,871
Investment income	4	1,815	-	-	1,815	693
Incoming resources from charitable activities	5	80,985	10,314,745	88,994	10,484,724	4,755,217
TOTAL INCOMING RESOURCES		1,175,756	10,315,776	3,845,974	15,337,506	11,509,408
RESOURCES EXPENDED						
Costs of generating funds:						
Costs of activities for generating funds	7	209,820	-	-	209,820	191,720
Charitable activities		-	10,537,114	130,244	10,667,358	4,528,553
Governance costs	10	-	127,196	-	127,196	98,814
Other resources expended	11	-	1,447,000	-	1,447,000	877,000
TOTAL RESOURCES EXPENDED	6	209,820	12,111,310	130,244	12,451,374	5,696,087
NET INCOMING / (OUTGOING) RESOURCES BEFORE TRANSFERS		965,936	(1,795,534)	3,715,730	2,886,132	5,813,321

OXFORD DIOCESAN SCHOOLS TRUST
(A Company Limited by Guarantee)

STATEMENT OF FINANCIAL ACTIVITIES (continued)
FOR THE YEAR ENDED 31 AUGUST 2015

	Note	Unrestricted funds 2015 £	Restricted funds 2015 £	Restricted fixed asset funds 2015 £	Total funds 2015 £	Total funds 2014 £
Transfers between Funds	18	(407,250)	289,599	117,651	-	-
NET INCOME / (EXPENDITURE) FOR THE PERIOD		558,686	(1,505,935)	3,833,381	2,886,132	5,813,321
Actuarial gains and losses on defined benefit pension schemes		-	(71,000)	-	(71,000)	(272,000)
NET MOVEMENT IN FUNDS FOR THE PERIOD		558,686	(1,576,935)	3,833,381	2,815,132	5,541,321
<i>Total funds at 1 September 2014</i>		493,195	(1,196,483)	6,725,079	6,021,791	480,470
TOTAL FUNDS AT 31 AUGUST 2015		1,051,881	(2,773,418)	10,558,460	8,836,923	6,021,791

All activities relate to continuing operations.

The Statement of Financial Activities includes all gains and losses recognised in the year.

The notes on pages 30 to 53 form part of these financial statements.

OXFORD DIOCESAN SCHOOLS TRUST
(A Company Limited by Guarantee)
REGISTERED NUMBER: 08143249

BALANCE SHEET
AS AT 31 AUGUST 2015

	Note	£	2015 £	£	2014 £
FIXED ASSETS					
Tangible assets	15		10,439,423		6,688,002
CURRENT ASSETS					
Debtors	16	745,892		387,808	
Cash at bank		1,738,950		930,548	
			<u>2,484,842</u>		<u>1,318,356</u>
CREDITORS: amounts falling due within one year	17	(855,342)		(455,567)	
NET CURRENT ASSETS			<u>1,629,500</u>		<u>862,789</u>
TOTAL ASSETS LESS CURRENT LIABILITIES					
Defined benefit pension scheme liability	24		(3,232,000)		(1,529,000)
NET ASSETS INCLUDING PENSION SCHEME LIABILITY			<u>8,836,923</u>		<u>6,021,791</u>
FUNDS OF THE COMPANY					
Restricted funds:					
Restricted funds	18	458,582		332,517	
Restricted fixed asset funds	18	10,558,460		6,725,079	
Restricted funds excluding pension liability		<u>11,017,042</u>		<u>7,057,596</u>	
Pension reserve		(3,232,000)		(1,529,000)	
Total restricted funds			<u>7,785,042</u>		<u>5,528,596</u>
Unrestricted funds	18		<u>1,051,881</u>		<u>493,195</u>
TOTAL FUNDS			<u>8,836,923</u>		<u>6,021,791</u>

The financial statements were approved by the Directors, and authorised for issue, on 15 December 2015 and are signed on their behalf, by:

Mrs K M Winrow
Chair of the Board of Directors

The notes on pages 30 to 53 form part of these financial statements.

OXFORD DIOCESAN SCHOOLS TRUST
(A Company Limited by Guarantee)

CASH FLOW STATEMENT
FOR THE YEAR ENDED 31 AUGUST 2015

	Note	2015 £	2014 £
Net cash flow from operating activities	20	158,745	291,803
Returns on investments and servicing of finance	21	1,815	693
Capital expenditure and financial investment	21	(35,692)	37,079
Cash transferred on conversion to an academy	23	683,534	319,939
INCREASE IN CASH IN THE PERIOD		808,402	649,514

RECONCILIATION OF NET CASH FLOW TO MOVEMENT IN NET FUNDS
FOR THE YEAR ENDED 31 AUGUST 2015

	2015 £	2014 £
Increase in cash in the period	808,402	649,514
MOVEMENT IN NET FUNDS IN THE PERIOD	808,402	649,514
Net funds at 1 September 2014	930,548	281,034
NET FUNDS AT 31 AUGUST 2015	1,738,950	930,548

The notes on pages 30 to 53 form part of these financial statements.

OXFORD DIOCESAN SCHOOLS TRUST
(A Company Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2015

1. ACCOUNTING POLICIES

1.1 Basis of preparation of financial statements

The financial statements have been prepared under the historical cost convention, with the exception of investments which are included at market value. The financial statements have been prepared in accordance with the Statement of Recommended Practice (SORP), 'Accounting and Reporting by Charities' published in March 2005, the Academies Accounts Direction 2014 to 2015 issued by EFA, applicable accounting standards and the Companies Act 2006.

In preparing these financial statements, the classification of certain comparative balances of income and expenditure have been reclassified so as to bring them in line with the classifications set out in the Academies Accounts Direction 2014 to 2015.

1.2 Going concern

The Directors assess whether the use of going concern is appropriate, i.e. whether there are any material uncertainties related to events or conditions that may cast significant doubt on the ability of the Company to continue as a going concern. The Directors make this assessment in respect of a period of one year from the date of approval of the financial statements.

1.3 Incoming resources

All incoming resources are included in the Statement of Financial Activities when the Company has entitlement to the funds, certainty of receipt and the amount can be measured with sufficient reliability. For legacies, entitlement is the earlier of the Company being notified of an impending distribution or the legacy being received.

Grants are included in the Statement of Financial Activities on a receivable basis. The balance of income received for specific purposes but not expended during the period is shown in the relevant funds on the Balance Sheet. Where income is received in advance of entitlement of receipt, its recognition is deferred and included in creditors as deferred income. Where entitlement occurs before income is received, the income is accrued.

General Annual Grant is recognised in full in the year for which it is receivable and any unspent amount is reflected as a balance in the restricted general fund.

Capital grants are recognised when receivable and are not deferred over the life of the asset on which they are expended. Unspent amounts of capital grant are reflected in the balance in the restricted fixed asset fund.

The value of donated services and gifts in kind provided to the Company are recognised at their open market value in the period in which they are receivable as incoming resources, where the benefit to the Company can be reliably measured. An equivalent amount is included as expenditure under the relevant heading in the Statement of Financial Activities, except where the gift in kind was a fixed asset in which case the amount is included in the appropriate fixed asset category and depreciated over the useful economic life in accordance with the Company's policies.

Donations are recognised on a receivable basis where there is certainty of receipt and the amount can be reliably measured.

Other income, including the hire of facilities, is recognised in the period in which it is receivable and to the extent the goods have been provided or on completion of the service.

OXFORD DIOCESAN SCHOOLS TRUST
(A Company Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2015

1. ACCOUNTING POLICIES (continued)

1.4 Resources expended

Expenditure is recognised in the period in which a liability is incurred and has been classified under headings that aggregate all costs related to that category. Where costs cannot be directly attributed to particular headings they have been allocated on a basis consistent with the use of resources, with central staff costs allocated on the basis of time spent, and depreciation charges allocated on the portion of the asset's use. Other support costs are allocated based on the spread of staff costs.

Costs of generating funds are costs incurred in attracting voluntary income, and those incurred in trading activities that raise funds.

Charitable activities are costs incurred in the Company's educational operations.

Governance costs include the costs attributable to the Company's compliance with constitutional and statutory requirements, including audit, strategic management and Directors' meetings and reimbursed expenses.

1.5 Tangible fixed assets and depreciation

All assets costing more than £500 are capitalised.

Where tangible fixed assets have been acquired with the aid of specific grants, either from the government or from the private sector, they are included in the Balance Sheet at cost and depreciated over their expected useful economic life. The related grants are credited to a restricted fixed asset fund in the Statement of Financial Activities and are carried forward in the Balance Sheet. Depreciation on such assets is charged to the restricted fixed asset fund in the Statement of Financial Activities so as to reduce the fund over the useful economic life of the related asset on a basis consistent with the Company's depreciation policy.

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

The Company occupies land and buildings which are provided to it and owned by various land Trustees ('the Site Trustees'). The Company occupies this land and buildings under the terms of Supplemental Agreements between the Oxford Diocesan Board of Education, the Site Trustees and the Company, which provide the Company with the right to use the land and buildings of the Academies for an indefinite period, subject to a 2 year termination notice period, which amounts to a mere licence. Having considered the fact that the Company occupies the land and such buildings as may be or may come to be erected on it by a mere licence, which transfers to the Company no rights or control over the sites save that of occupying it at the will of the Site Trustees under the terms of the relevant site trust, the Directors have concluded that the value of the land and buildings occupied by the Company will not be recognised on the balance sheet of the Company.

The company also occupies land being school playing fields, under 125 year leases with Oxfordshire County Council and Royal Borough of Windsor and Maidenhead, which has been accounted for as long leasehold property and included in the balance sheet based on the Directors' valuation.

OXFORD DIOCESAN SCHOOLS TRUST
(A Company Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2015

1. ACCOUNTING POLICIES (continued)

Tangible fixed assets are stated at cost less depreciation. Depreciation is not charged on leasehold land. Depreciation on other tangible fixed assets is provided at rates calculated to write off the cost of those assets, less their estimated residual value, over their expected useful lives on the following bases:

Long term leasehold land	-	not depreciated
Fixtures and fittings	-	25% straightline
Office equipment	-	25% straightline
Computer equipment	-	25% straightline

1.6 Fund accounting

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

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

Restricted general funds comprise all other restricted funds received and include grants from the Department for Education.

1.7 Taxation

The Company is considered to pass the tests set out in Paragraph 1 Schedule 6 of the Finance Act 2010 and therefore it meets the definition of a charitable company for UK corporation tax purposes. Accordingly, the Company is potentially exempt from taxation in respect of income or capital gains received within categories covered by Chapter 3 Part 11 of the Corporation Tax Act 2010 or Section 256 of the Taxation of Chargeable Gains Act 1992, to the extent that such income or gains are applied exclusively to charitable purposes.

1.8 Pensions

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

The TPS is an unfunded scheme and contributions are calculated so as to spread the cost of pensions over employees' working lives with the Company in such a way that the pension cost is a substantially level percentage of current and future pensionable payroll. The contributions are determined by the Government Actuary on the basis of quinquennial valuations using a prospective benefit method. As stated in note 24, the TPS is a multi-employer scheme and the Company is unable to identify its share of the underlying assets and liabilities of the scheme on a consistent and reasonable basis. The TPS is therefore treated as a defined contribution scheme and the contributions recognised as they are paid each year.

OXFORD DIOCESAN SCHOOLS TRUST
(A Company Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2015

1. ACCOUNTING POLICIES (continued)

The LGPS is a funded scheme and the assets are held separately from those of the Company in separate trustee administered funds. Pension scheme assets are measured at fair value and liabilities are measured on an actuarial basis using the projected unit method and discounted at a rate equivalent to the current rate of return on a high quality corporate bond of equivalent term and currency to the liabilities. The actuarial valuations are obtained at least triennially and are updated at each balance sheet date. The amounts charged to operating surplus are the current service costs and gains and losses on the settlements and curtailments. They are included as part of staff costs. Past service costs are recognised immediately in the Statement of Financial Activities if the benefits have vested. If the benefits have not vested immediately, the costs are recognised over the period vesting occurs. The expected return on assets and the interest cost are shown as a net finance amount of other finance costs or credits adjacent to interest. Actuarial gains and losses are recognised immediately in other gains and losses.

1.9 Conversion to an Academy Trust

The conversion from a state maintained school to an Academy as part of a Multi-Academy Trust involved the transfer of identifiable assets and liabilities and the operation of the school for £nil consideration and has been accounted for by the Company under the acquisition accounting method.

The assets and liabilities transferred on conversion from the eight Primary Schools that joined the Company during the year to an academy have been included at their fair value, being a reasonable estimate of the current market value that the Directors would expect to pay in an open market for an equivalent item. Their fair value is in accordance with the accounting policies set out for the Oxford Diocesan Schools Trust. The amounts have been recognised under the appropriate balance sheet categories, with a corresponding amount recognised in the Statement of Financial Activities and analysed under unrestricted funds, restricted general funds and restricted fixed asset funds.

Further details of the transaction are set out in note 23.

OXFORD DIOCESAN SCHOOLS TRUST
(A Company Limited by Guarantee)

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

2. VOLUNTARY INCOME

	Unrestricted funds 2015 £	Restricted funds 2015 £	Total funds 2015 £	<i>Total funds 2014 £</i>
Donations	61,512	6,496	68,008	17,083
Assets transferred on conversion Oxford Diocesan Board of Education	683,534	3,743,890	4,427,424	6,471,544
	-	-	-	50,000
	<u>745,046</u>	<u>3,750,386</u>	<u>4,495,432</u>	<u>6,538,627</u>

3. ACTIVITIES FOR GENERATING FUNDS

	Unrestricted funds 2015 £	Restricted funds 2015 £	Total funds 2015 £	<i>Total funds 2014 £</i>
Lettings	33,392	-	33,392	2,640
Extended services	143,444	-	143,444	96,417
Other income	98,650	7,625	106,275	55,068
Catering	72,424	-	72,424	60,746
	<u>347,910</u>	<u>7,625</u>	<u>355,535</u>	<u>214,871</u>

4. INVESTMENT INCOME

	Unrestricted funds 2015 £	Restricted funds 2015 £	Total funds 2015 £	<i>Total funds 2014 £</i>
Interest	1,815	-	1,815	693
	<u>1,815</u>	<u>-</u>	<u>1,815</u>	<u>693</u>

OXFORD DIOCESAN SCHOOLS TRUST
(A Company Limited by Guarantee)

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

5. FUNDING FOR COMPANY'S EDUCATIONAL OPERATIONS

	Unrestricted funds 2015 £	Restricted funds 2015 £	Total funds 2015 £	Total funds 2014 £
DfE/EFA revenue grants				
General Annual Grant (GAG)	-	8,716,339	8,716,339	3,864,448
Start-up grants	-	245,000	245,000	205,000
Capital grants	-	88,994	88,994	51,761
Other DfE/EFA grants	-	893,838	893,838	520,029
	-	9,944,171	9,944,171	4,641,238
Other government grants				
Local Authority funding	-	397,349	397,349	87,755
Other Government grants	-	24,000	24,000	-
	-	421,349	421,349	87,755
Other funding				
Trip income	72,421	-	72,421	14,013
Other income	8,564	38,219	46,783	12,211
	80,985	38,219	119,204	26,224
	80,985	10,403,739	10,484,724	4,755,217

OXFORD DIOCESAN SCHOOLS TRUST
(A Company Limited by Guarantee)

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

6. RESOURCES EXPENDED

	Staff costs	Non Pay Premises	Expenditure Other costs	Total	<i>Total</i>
	2015 £	2015 £	2015 £	2015 £	2014 £
Costs of activities for generating funds	84,123	24,581	101,116	209,820	191,720
Costs of generating funds	84,123	24,581	101,116	209,820	191,720
Direct costs	6,512,137	-	533,935	7,046,072	3,097,394
Support costs	1,307,781	734,462	1,579,043	3,621,286	1,562,618
Charitable activities	7,819,918	734,462	2,112,978	10,667,358	4,660,012
Governance	-	-	127,196	127,196	98,814
Other resources expended	-	-	1,447,000	1,447,000	877,000
	7,904,041	759,043	3,788,290	12,451,374	5,827,546

7. COSTS OF ACTIVITIES FOR GENERATING FUNDS

	Unrestricted funds	Restricted funds	Total funds	<i>Total funds</i>
	2015 £	2015 £	2015 £	2014 £
Direct costs	2,132	-	2,132	27,435
Support costs	207,688	-	207,688	164,285
	209,820	-	209,820	191,720

OXFORD DIOCESAN SCHOOLS TRUST
(A Company Limited by Guarantee)

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

8. DIRECT COSTS

	Unrestricted funds £	Restricted funds £	Total 2015 £	Total 2014 £
Technology costs	-	42,797	42,797	12,146
Educational supplies	2,132	215,933	218,065	83,106
Examination fees	-	-	-	181
Staff development	-	152,626	152,626	35,051
Educational consultancy	-	120,730	120,730	59,970
Other direct costs	-	1,849	1,849	708
Supply costs	-	413,593	413,593	148,127
Wages and salaries	-	4,938,910	4,938,910	2,249,907
National insurance	-	311,632	311,632	143,103
Pension cost	-	848,002	848,002	365,095
	<u>2,132</u>	<u>7,046,072</u>	<u>7,048,204</u>	<u>3,097,394</u>

9. SUPPORT COSTS

	Unrestricted funds £	Restricted funds £	Total 2015	Total 2014
Net FRS17 pension cost	-	59,000	59,000	31,000
Technology costs	-	194,003	194,003	85,338
Repairs and maintenance	3,695	267,923	271,618	116,213
Rent and rates	2,894	76,518	79,412	20,438
Insurance	-	174,890	174,890	119,555
Security and transport	758	40,563	41,321	24,301
Other support costs	98,227	723,646	821,873	463,088
Energy costs	16,175	103,598	119,773	44,467
Cleaning	1,816	111,533	113,349	58,679
Catering	-	417,250	417,250	128,940
Bank charges	-	544	544	254
Recruitment and advertising	-	13,792	13,792	12,240
Wages and salaries	77,276	1,053,975	1,131,251	381,831
National insurance	483	50,827	51,310	15,956
Pension cost	6,364	202,979	209,343	65,807
Depreciation	-	130,245	130,245	54,772
	<u>207,688</u>	<u>3,621,286</u>	<u>3,828,974</u>	<u>1,622,879</u>

OXFORD DIOCESAN SCHOOLS TRUST
(A Company Limited by Guarantee)

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

10. GOVERNANCE COSTS

	Unrestricted funds 2015 £	Restricted funds 2015 £	Total funds 2015 £	Total funds 2014 £
Internal audit costs	-	8,000	8,000	7,000
Auditors' remuneration - audit services	-	25,000	25,000	14,500
Auditors' remuneration - assurance services	-	13,548	13,548	20,326
Legal and professional fees	-	79,871	79,871	56,015
Directors expenses reimbursed	-	777	777	973
	<u>-</u>	<u>127,196</u>	<u>127,196</u>	<u>98,814</u>

11. OTHER RESOURCES EXPENDED

	Unrestricted funds 2015 £	Restricted funds 2015 £	Total funds 2015 £	Total funds 2014 £
LGPS deficit transferred on conversion (note 23)	-	1,447,000	1,447,000	877,000
	<u>-</u>	<u>1,447,000</u>	<u>1,447,000</u>	<u>877,000</u>

12. STAFF

a. Staff costs

Staff costs were as follows:

	2015 £	2014 £
Wages and salaries	6,040,393	2,631,738
Social security costs	362,942	159,060
Other pension costs (Note 24)	1,057,345	430,902
	<u>7,460,680</u>	<u>3,221,700</u>
Supply teacher costs	413,593	729,820
Staff restructuring costs	29,768	-
	<u>7,904,041</u>	<u>3,951,520</u>

OXFORD DIOCESAN SCHOOLS TRUST
(A Company Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2015

12. STAFF (continued)

b. Staff numbers

The average number of persons employed by the Company during the year expressed as full time equivalents was as follows:

	2015	<i>2014</i>
	No.	<i>No.</i>
Teaching Staff	112	<i>51</i>
Management, Administration & Support Staff	127	<i>66</i>
	<hr/> 239 <hr/>	<hr/> <i>117</i> <hr/>

c. Higher paid staff

The number of employees whose emoluments fell within the following bands was:

	2015	<i>2014</i>
	No.	<i>No.</i>
In the band £60,001 - £70,000	4	<i>0</i>
	<hr/> 4 <hr/>	<hr/> <i>0</i> <hr/>

The above members of staff participated in the Teachers' Pension Scheme or the Local Government Pension Scheme and contributions to the schemes during the year ended 31 August 2015 totalled £36,165.

13. DIRECTORS' REMUNERATION AND EXPENSES

The Directors did not receive any payments, other than expenses, from the Company during the period in respect of their role as Directors.

During the year ended 31 August 2015, expenses totalling £777 (2014 - £973) were reimbursed to 5 Directors (2014 - 5).

OXFORD DIOCESAN SCHOOLS TRUST
(A Company Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2015

14. CENTRAL SERVICES

The Company has provided the following central services to its academies during the year:

- Educational Services and School improvements
- Human Resources support
- Governance support
- Accountancy support

The company charged for these services on the basis of a central support charge of 5% of the Academy's General Annual Grant for the period to 31 August 2015.

The actual amounts charged during the year were as follows:

	2015 £
John Henry Newman CE England Academy	79,679
Grove CE Primary School	32,258
Hendreds CE Primary School	23,846
St Christopher's CE Primary School	75,449
Wheatley CE Primary School	56,842
St Peter's Middle School, Old Windsor	45,575
Burchetts Green CE Infants School	15,171
St Luke's CE Primary School	37,707
The Blake CE Primary School	38,070
St Christopher's CE Primary School, Langford	13,132
St Peter's CE Infant School, Alvescot	8,817
North Leigh CE Primary School	5,832
Bampton CE Primary School	2,311
	<hr/>
Total	434,689 <hr/> <hr/>

OXFORD DIOCESAN SCHOOLS TRUST
(A Company Limited by Guarantee)

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

15. TANGIBLE FIXED ASSETS

	Long leasehold land £	Plant and machinery £	Computer equipment £	Total £
Cost				
At 1 September 2014	6,508,000	132,738	136,197	6,776,935
Additions	-	99,444	82,189	181,633
Transfer on conversion	-	248,854	112,179	361,033
On conversion	3,339,000	-	-	3,339,000
	<u>9,847,000</u>	<u>481,036</u>	<u>330,565</u>	<u>10,658,601</u>
Depreciation				
At 1 September 2014	-	43,025	45,908	88,933
Charge for the year	-	73,636	56,609	130,245
	<u>-</u>	<u>116,661</u>	<u>102,517</u>	<u>219,178</u>
Net book value				
At 31 August 2015	<u>9,847,000</u>	<u>364,375</u>	<u>228,048</u>	<u>10,439,423</u>
<i>At 31 August 2014</i>	<u>6,508,000</u>	<u>89,713</u>	<u>90,289</u>	<u>6,688,002</u>

The Company occupies land and buildings which are provided to it and owned by various land trustees ('the Site Trustees'). The Company occupies this land and buildings under the terms of Supplemental Agreements between the Oxford Diocesan Board of Education, the Site Trustees and the Company, which provide the Company with the right to use the land and buildings of the Academies for an indefinite period, subject to a 2 year termination notice period, which amounts to a mere licence. Having considered the fact that the Company occupies the land and such buildings as may be or may come to be erected on it by a mere licence, which transfers to the Company no rights or control over the sites save that of occupying it at the will of the Site Trustees under the terms of the relevant site trust, the Directors have concluded that the value of the land and buildings occupied by the Company will not be recognised on the balance sheet of the Company.

The Company also occupies land, being school playing fields of certain of the Academies, under 125 year leases with Oxfordshire County Council and the Royal Borough of Windsor and Maidenhead. The value of this land, as included in the financial statements, is based on a Directors' valuation.

The other fixed assets transferred to the Company on the Academy's conversion, being plant and machinery and computer equipment, have been valued based on their estimated depreciated replacement cost at conversion.

OXFORD DIOCESAN SCHOOLS TRUST
(A Company Limited by Guarantee)

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

16. DEBTORS

	2015 £	2014 £
Trade debtors	22,616	19,336
VAT recoverable	133,300	151,056
Other debtors	336,844	29,640
Prepayments and accrued income	253,132	187,776
	745,892	387,808

**17. CREDITORS:
Amounts falling due within one year**

	2015 £	2014 £
Trade creditors	446,836	69,337
Social Security	144,889	69,770
Other creditors	26,558	86,038
Accruals and deferred income	237,059	230,422
	855,342	455,567

Deferred income

Deferred income at 1 September 2014		£
Resources deferred during the year		126,047
Amounts released from previous years		192,988
		(126,047)
Deferred income at 31 August 2015		192,988

The majority of the balance of deferred income at 31 August 2015 relates to funds received in July 2015 for Universal Free School Meals which totalled £171,762 which will be utilised in the year ended 31 August 2016.

OXFORD DIOCESAN SCHOOLS TRUST
(A Company Limited by Guarantee)

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

18. STATEMENT OF FUNDS

	Brought Forward £	Incoming resources £	Resources Expended £	Transfers in/out £	Gains/ (Losses) £	Carried Forward £
Unrestricted funds						
General funds	493,195	1,175,756	(209,820)	(407,250)	-	1,051,881
Restricted funds						
Primary Chain Development grant	100,000	-	(29,820)	-	-	70,180
General Annual Grant (GAG)	102,517	8,716,339	(8,619,129)	(1,946)	-	197,781
Other DfE/EFA grants	-	893,838	(1,060,616)	209,413	-	42,635
School Improvement grant	80,000	-	(44,000)	-	-	36,000
Start-up grant	50,000	245,000	(204,214)	-	-	90,786
Local Authority grants	-	397,348	(453,535)	77,387	-	21,200
Other grants and income	-	63,251	(67,996)	4,745	-	-
Pension reserve	(1,529,000)	-	(1,632,000)	-	(71,000)	(3,232,000)
	<u>(1,196,483)</u>	<u>10,315,776</u>	<u>(12,111,310)</u>	<u>289,599</u>	<u>(71,000)</u>	<u>(2,773,418)</u>
Restricted fixed asset funds						
Assets transferred on conversion	6,688,001	3,700,033	(115,662)	-	-	10,272,372
Capital grants and other capital income	37,078	145,941	(318)	-	-	182,701
Capital expenditure funded from GAG and unrestricted funds	-	-	(14,264)	117,651	-	103,387
	<u>6,725,079</u>	<u>3,845,974</u>	<u>(130,244)</u>	<u>117,651</u>	<u>-</u>	<u>10,558,460</u>
Total restricted funds	<u>5,528,596</u>	<u>14,161,750</u>	<u>(12,241,554)</u>	<u>407,250</u>	<u>(71,000)</u>	<u>7,785,042</u>
Total of funds	<u><u>6,021,791</u></u>	<u><u>15,337,506</u></u>	<u><u>(12,451,374)</u></u>	<u><u>-</u></u>	<u><u>(71,000)</u></u>	<u><u>8,836,923</u></u>

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

OXFORD DIOCESAN SCHOOLS TRUST
(A Company Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2015

18. STATEMENT OF FUNDS (continued)

Restricted Funds:

The General Annual Grant Fund (GAG) is used for educational purposes in line with the Company's objects and its funding agreements. Under the funding agreement with the Secretary of State, the Company was not subject to a limit on the amount of GAG that it could carry forward at 31 August 2015.

The School Improvement grant is used fund ongoing improvements in the Company's individual Academies.

The Primary Chain Development grant and the Start-up grants were used to cover costs incurred in establishing the additional Academies that joined the Company during the year and to fund the ongoing development of the Company.

The Local Authority grants were used to cover repairs and maintenance to the building and to supply Special Needs support and Nursery places for 3-4 year olds.

Other DfE/EFA grants and other income are used to provide additional support in specific areas in the school as set out by the terms of the respective grants and funders.

The transfers from the unrestricted fund to the various components of the restricted funds were made in order to fund specific in year deficits in relation to the specific restricted funds in certain of the individual Academies within the Company.

The pension reserve represents the Local Government Pension Scheme deficit.

Fixed Asset Restricted Funds:

Fixed assets transferred on conversion represent the land and other assets transferred to the Company from Oxfordshire County Council and the Royal Borough of Windsor and Maidenhead on conversion of the various Academies within the Company.

The devolved formula capital grant was used to fund capital expenditure during the period.

The transfers between the unrestricted fund and restricted fixed asset funds represents amounts expended on capital expenditure during the period which have been funded from unrestricted funds.

Under the funding agreement with the Secretary of State, the Company was not subject to a limit on the amount of GAG that it could carry forward at 31 August 2015.

OXFORD DIOCESAN SCHOOLS TRUST
(A Company Limited by Guarantee)

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

18. STATEMENT OF FUNDS (continued)

Analysis of academies by fund balance

Fund balances at 31 August 2015 were allocated as follows:

	Total £
John Henry Newman CE Academy	116,315
Grove CE Primary School	(17,374)
Hendreds CE Primary School	135,260
St Christopher's CE Primary School	107,986
Wheatley CE Primary School	76,326
St Peter's Middle School, Old Windsor	78,722
Burchetts Green CE Infants School	81,080
St Luke's CE Primary School	146,167
The Blake CE Primary School	27,793
St Christopher's CE Primary School	109,484
St Peter's CE Infant School	126,911
North Leigh CE Primary School	115,539
Bampton CE Primary School	87,831
Central Services	318,423
Total before fixed asset fund and pension reserve	1,510,463
Restricted fixed asset fund	10,558,460
Pension reserve	(3,232,000)
Total	8,836,923

The following academy is carrying a net deficit on its portion of the funds as follows:

	Amount of deficit £
Grove CE Primary School	(17,374)

This deficit arose because the planned budget for Grove CE Primary School only had a small planned surplus, and a decision was taken in year, in conjunction with the Trust, to focus additional resources on improving educational outcomes. This meant that for this financial year there was additional and specific allocated expenditure on supply and curriculum support as well as leadership and management capacity building.

The Company is taking the following action to return the academy to surplus:

The Director of Schools and the Finance Director are working with the school's leadership team to ensure all measures being taken to improve standards are affordable in the context of the school's budget.

Budgets are being revised and new staffing structures will enable the school to bring its budget back into balance within three years. In the meantime the company's central services is preparing to meet some costs of extra support to take the pressure off the school's budget.

OXFORD DIOCESAN SCHOOLS TRUST
(A Company Limited by Guarantee)

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

18. STATEMENT OF FUNDS (continued)

Analysis of academies by cost

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

	Teaching and educational support staff costs £	Other support staff costs £	Educational supplies £	Other costs excluding depreciation £	Total £
John Henry CE Academy	973,527	483,464	86,068	564,764	2,107,823
Grove CE Primary School	461,804	167,061	33,960	207,531	870,356
Hendreds CE Primary School	278,196	61,834	19,163	178,649	537,842
St Christopher's CE Primary School	942,841	459,927	64,000	467,950	1,934,718
Wheatley CE Primary School	727,454	277,462	31,258	336,894	1,373,068
St Peter's Middle School, Old Winsor	550,312	152,491	8,260	250,934	961,997
Burchetts Green CE Infants School	199,231	36,106	5,265	87,441	328,043
St Luke's CE Primary School	506,493	100,777	19,700	183,141	810,111
The Blake CE Primary School	460,324	161,018	17,285	133,142	771,769
St Christopher's CE Primary School	165,833	47,074	6,288	68,727	287,922
St Peter's CE Infant School	105,666	33,069	2,857	44,687	186,279
North Leigh CE Primary School	79,293	5,015	4,521	32,128	120,957
Bampton CE Primary School	82,749	13,056	310	17,197	113,312
Central Services	-	156,382	72,048	490,563	718,993
	<u>5,533,723</u>	<u>2,154,736</u>	<u>370,983</u>	<u>3,063,748</u>	<u>11,123,190</u>

19. ANALYSIS OF NET ASSETS BETWEEN FUNDS

	Unrestricted funds 2015 £	Restricted funds 2015 £	Restricted fixed asset funds 2015 £	Total funds 2015 £	Total funds 2014 £
Tangible fixed assets	-	-	10,439,423	10,439,423	6,688,002
Current assets	1,051,881	1,313,923	119,037	2,484,841	1,318,356
Creditors due within one year	-	(855,341)	-	(855,341)	(455,565)
Pension scheme liability	-	(3,232,000)	-	(3,232,000)	(1,529,000)
	<u>1,051,881</u>	<u>(2,773,418)</u>	<u>10,558,460</u>	<u>8,836,923</u>	<u>6,021,791</u>

OXFORD DIOCESAN SCHOOLS TRUST
(A Company Limited by Guarantee)

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

20. NET CASH FLOW FROM OPERATING ACTIVITIES

	2015 £	2014 £
Net incoming resources before revaluations	2,886,132	5,813,321
Returns on investments and servicing of finance	(1,815)	(693)
Fixed assets transferred from Local Authority on conversion	(3,700,033)	(6,151,605)
Cash transferred on conversion to a Company	(683,534)	(319,938)
Depreciation of tangible fixed assets	130,245	54,772
Other capital grants and income	(56,947)	-
Capital grants from DfE	(88,994)	(51,761)
Increase in debtors	(358,084)	(288,120)
Increase in creditors	399,775	275,827
Net FRS 17 pension cost	185,000	83,000
LGPS deficit transferred on conversion	1,447,000	877,000
	158,745	291,803
	158,745	291,803

21. ANALYSIS OF CASH FLOWS FOR HEADINGS NETTED IN CASH FLOW STATEMENT

	2015 £	2014 £
Returns on investments and servicing of finance		
Interest received	1,815	693
	1,815	693
Capital expenditure and financial investment		
Purchase of tangible fixed assets	(181,633)	(14,682)
Capital grants from DfE/EFA	88,994	51,761
Other capital income and grants	56,947	-
	(35,692)	37,079
	(35,692)	37,079

22. ANALYSIS OF CHANGES IN NET FUNDS

	13 July 2014 £	Cash flow £	Other non-cash changes £	31 August 2015 £
Cash at bank and in hand:	930,548	808,402	-	1,738,950
	930,548	808,402	-	1,738,950
	930,548	808,402	-	1,738,950

OXFORD DIOCESAN SCHOOLS TRUST
(A Company Limited by Guarantee)

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

23. CONVERSION TO AN ACADEMY TRUST

During the year, the following schools converted to Academy status under the Academies Act 2010:

- St Peter's Middle School, Windsor
- Burchetts Green CE Infants School
- St Lukes CE Primary School, Maidenhead
- The Blake CE Primary School, Witney
- St Christopher's CE Primary School, Langford
- St Peter's CE Infant School, Alvescot
- North Leigh CE Primary School
- Bampton CE Primary School

At the respective dates of conversion of these schools, and all the operations and assets and liabilities were transferred to the Oxford Diocesan Schools Trust from Oxfordshire County Council and the Royal Borough of Windsor and Maidenhead for £nil consideration.

The transfer has been accounted for using the acquisition method. The assets and liabilities transferred were valued at their fair value and recognised in the Balance Sheet under the appropriate headings with corresponding net amounts recognised as voluntary income in the Statement of Financial Activities in relation to assets transferred and as other resources expended in relation to liabilities transferred.

The following table sets out the fair values of the identifiable assets and liabilities transferred and an analysis of their recognition in the Statement of Financial Activities.

	Unrestricted funds £	Restricted funds £	Restricted fixed asset funds £	Total funds £
Land	-	-	3,339,000	3,339,000
Other fixed assets	-	-	361,033	361,033
Budget surplus on LA funds	533,581	-	-	533,581
Budget surplus on other school funds	149,953	43,875	-	193,828
LGPS pension (deficit)	-	(1,477,000)	-	(1,477,000)
Net assets/(liabilities)	<u>683,534</u>	<u>(1,433,125)</u>	<u>3,700,033</u>	<u>2,950,442</u>

The above net assets include £727,409 that were transferred as cash.

OXFORD DIOCESAN SCHOOLS TRUST
(A Company Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2015

24. PENSION COMMITMENTS

The Company's employees belong to two principal pension schemes: the Teacher's Pension Scheme for England and Wales (TPS) for academic and related staff; and the Local Government Pension Scheme (LGPS) for non-teaching staff, which is managed by Oxfordshire County Council and the Royal County of Berkshire. Both are defined benefit schemes.

The pension costs are assessed in accordance with the advice of independent qualified actuaries. The latest actuarial valuation of the TPS related to the period ended 31 March 2012 and of the LGPS 31 March 2013.

Contributions amounting to £35,181 were payable to the schemes at 31 August 2015 (2014 - £18,409) and are included within creditors.

Teachers' Pension Scheme

Introduction

The Teachers' Pension Scheme (TPS) is a statutory, contributory, defined benefit scheme, governed by the Teachers' Pensions Regulations (2010) and, from 1 April 2014, by the Teachers' Pension Scheme Regulations 2014. Membership is automatic for full-time teachers in academies and, from 1 January 2007, automatic for teachers in part-time employment following appointment or a change of contract, although they are able to opt out.

The TPS is an unfunded scheme and members contribute on a 'pay as you go' basis – these contributions along with those made by employers are credited to the Exchequer. Retirement and other pension benefits are paid by public funds provided by Parliament.

Valuation of the Teachers' Pension Scheme

Not less than every four years the Government Actuary, using normal actuarial principles, conducts a formal actuarial review of the TPS in accordance with the Public Service Pensions (Valuations and Employer Cost Cap) Directions 2014 published by HM Treasury. The aim of the review is to specify the level of future contributions. Actuarial scheme valuations are dependent on assumptions about the value of future costs, design of benefits and many other factors. The latest actuarial valuation of the TPS was carried out as at 31 March 2012 and in accordance with the Public Service Pensions (Valuations and Employer Cost Cap) Directions 2014. The valuation report was published by the Department for Education on 9 June 2014. The key elements of the valuation and subsequent consultation are:

- employer contribution rates set at 16.48% of pensionable pay (including a 0.08% employer administration charge (currently 14.1%))
- total scheme liabilities (pensions currently in payment and the estimated cost of future benefits) for service to the effective date of £191,500 million, and notional assets (estimated future contributions together with the notional investments held at the valuation date) of £176,600 million giving a notional past service deficit of £14,900 million
- an employer cost cap of 10.9% of pensionable pay will be applied to future valuations
- the assumed real rate of return is 3.0% in excess of prices and 2% in excess of earnings. The rate of real earnings growth is assumed to be 2.75%. The assumed nominal rate of return is 5.06%

During the year the employer contribution rate was 14.1%. The TPS valuation for 2012 determined an employer rate of 16.4% from September 2015, which will be payable during the implementation period until the next valuation as at March 2016, whereupon the employer contribution rate is expected to be reassessed and will be payable from 1 April 2019.

OXFORD DIOCESAN SCHOOLS TRUST
(A Company Limited by Guarantee)

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

24. PENSION COMMITMENTS (continued)

The pension costs paid to TPS in the period amounted to £528,561 (2014: £239,451).

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

Under the definitions set out in Financial Reporting Standard (FRS 17) Retirement Benefits, the TPS is a multi-employer pension scheme. The trust has accounted for its contributions to the scheme as if it were a defined contribution scheme. The trust has set out above the information available on the scheme.

Local Government Pension Scheme

The LGPS is a funded defined benefit scheme, with assets held in separate trustee-administered funds. The total contribution made for the year ended 31 August 2015 was £498,000, of which employer's contributions totalled £381,000 and employees' contributions totalled £117,000. The agreed contribution rates for future years are 19.1% for employers and various% for employees.

Parliament has agreed, at the request of the Secretary of State for Education, to a guarantee that, in the event of academy closure, outstanding Local Government Pension Scheme liabilities would be met by the Department for Education. The guarantee came into force on 18 July 2013.

The amounts recognised in the Balance Sheet are as follows:

	2015 £	2014 £
Present value of funded obligations	(5,938,000)	(2,614,000)
Fair value of scheme assets	2,706,000	1,085,000
	<u> </u>	<u> </u>
Net liability	<u>(3,232,000)</u>	<u>(1,529,000)</u>

The amounts recognised in the Statement of Financial Activities are as follows:

	2015 £	2014 £
Current service cost	(507,000)	(177,000)
Interest on obligation	(172,000)	(71,000)
Expected return on scheme assets	113,000	40,000
	<u> </u>	<u> </u>
Total	<u>(566,000)</u>	<u>(208,000)</u>
	<u> </u>	<u> </u>
Actual return on scheme assets	<u>31,000</u>	<u>74,000</u>

OXFORD DIOCESAN SCHOOLS TRUST
(A Company Limited by Guarantee)

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

24. PENSION COMMITMENTS (continued)

Movements in the present value of the defined benefit obligation were as follows:

	2015 £	2014 £
Opening defined benefit obligation	2,614,000	533,000
Current service cost	507,000	177,000
Interest cost	172,000	71,000
Contributions by scheme participants	117,000	43,000
Actuarial (Gains)/losses	(11,000)	334,000
Liabilities assumed on settlements	2,539,000	1,456,000
	<u>5,938,000</u>	<u>2,614,000</u>
Closing defined benefit obligation	<u>5,938,000</u>	<u>2,614,000</u>

Movements in the fair value of the Company's share of scheme assets:

	2015 £	2014 £
Opening fair value of scheme assets	1,085,000	236,000
Expected return on assets	113,000	40,000
Actuarial (losses)/gains	(82,000)	62,000
Settlement prices received	1,092,000	579,000
Contributions by employer	381,000	125,000
Contributions by employees	117,000	43,000
	<u>2,706,000</u>	<u>1,085,000</u>
	<u>2,706,000</u>	<u>1,085,000</u>

The cumulative amount of actuarial gains and losses recognised in the Statement of Total Recognised Gains and Losses was £343,000 (2014 - £272,000).

The Company expects to contribute £381,000 to its defined benefit pension scheme in 2016.

The major categories of scheme assets as a percentage of total scheme assets are as follows:

	2015	2014
European equities	62.80 %	71.00 %
European bonds	4.90 %	6.00 %
Property	7.90 %	6.00 %
Gilts	10.50 %	10.00 %
Cash	3.50 %	5.00 %
Other	10.30 %	2.00 %

Principal actuarial assumptions at the Balance Sheet date (expressed as weighted averages):

	2015	2014
Discount rate for scheme liabilities	3.60 %	4.00 %
Expected return on scheme assets at 31 August	5.90 %	11.00 %
Rate of increase in salaries	4.50 %	4.50 %
Rate of increase for pensions in payment / inflation	2.70 %	2.70 %
Inflation assumption (CPI)	2.70 %	2.70 %

OXFORD DIOCESAN SCHOOLS TRUST
(A Company Limited by Guarantee)

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

24. PENSION COMMITMENTS (continued)

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

	2015	2014
Retiring today		
Males	22.9	23.2
Females	26.0	25.5
Retiring in 20 years		
Males	25.2	25.4
Females	28.3	27.9

Amounts for the current and previous two periods are as follows:

Defined benefit pension schemes

	2015	2014	2013
	£	£	£
Defined benefit obligation	(5,938,000)	(2,614,000)	(533,000)
Scheme assets	2,706,000	1,085,000	236,000
Deficit	(3,232,000)	(1,529,000)	(297,000)
Experience adjustments on scheme liabilities	11,000	(334,000)	(99,000)
Experience adjustments on scheme assets	(82,000)	62,000	15,000

25. OPERATING LEASE COMMITMENTS

At 31 August 2015 the Company had annual commitments under non-cancellable operating leases as follows:

	Land and buildings		Other	
	2015	2014	2015	2014
	£	£	£	£
Expiry date:				
Within 1 year	-	-	8,153	7,853
Between 2 and 5 years	-	-	24,245	17,846

OXFORD DIOCESAN SCHOOLS TRUST
(A Company Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2015

26. RELATED PARTY TRANSACTIONS

Owing to the nature of the Company's operations and the composition of the Board of Directors being drawn from local public and private sector organisations, transactions may take place with organisations in which a Director has an interest. All transactions involving such organisations are conducted at arm's length and in accordance with the Company's financial regulations and normal procurement procedures.

Mrs J A Davey and Mrs K M Winrow are Directors of the Company, are also an employee and a Director of the Oxford Diocesan Board of Education respectively. During the year ended 31 August 2015, the Oxford Diocesan Schools Trust paid £70,874 (2014: £110,461) to the Oxford Diocesan Board of Education for various support services, including the services of the CEO.

The Company also received a donation of £50,000 from the Oxford Diocesan Board of Education in the prior year to assist with the set-up costs of the Company.

There were no other related party transactions during the year.

27. MEMBERS' LIABILITY

Each Member of the charitable Company undertakes to contribute to the assets of the Company in the event of 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.