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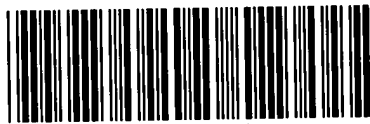
Oxford Diocesan
Schools Trust

Oxford Diocesan Schools Trust

(a company limited by guarantee)

**Annual Report and Financial Statements
For the year ended 31 August 2022**

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COMPANIES HOUSE

Registered number: 08143249

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Oxford Diocesan Schools Trust

Reference and Administrative Details of the Academy, its Trustees and Advisers

Members

Oxford Diocesan Board of Education
The Revd M A Harwood (retired 13 December 2021)
Mrs A Jestico (appointed 24 May 2022)
The Right Revd A Wilson
Mrs K M Winrow

Trustees

Mr S Barber (resigned 18 July 2022)
Sir C Booth, Chair of Finance Committee¹
Dr P Chadwick
The Revd Canon B D Clover
Mrs J A Dellar, Accounting Officer¹
Ms J Fageant
Mr M Humphriss
Mr G Joyner (appointed 7 March 2022)
Mrs J Moriarty
The Revd Canon R Peers (appointed 1 September 2020 and resigned 6 October 2021)
Mr P Sanderson
Mr C Wheaton¹
Mr A Wilson (resigned 7 March 2022)
Mrs K M Winrow, Chair of Board of Trustees¹
The Revd Canon Toby Wright (appointed 13 December 2021)
¹ Member of Finance Committee

Registered Company Number

08143249

Principal and Registered Office

St Mary's Convent
Denchworth Road
Wantage
Oxfordshire
OX12 9AU

Chief Executive Officer

Mrs J A Dellar

Key Management Personnel

Mrs J A Dellar, Chief Executive Officer
Mr I Elkington, Deputy Chief Executive Officer/Lead Education Officer (upto 31st August 2022)
Mr Ian Frost, Deputy Chief Executive Officer (from 1st September 2022)
Ms L Austin, Principal Schools Advisor (from 1st September 2022)
Ms M Richards, Chief Financial Officer
Mr M Jones, Head of HR

Independent Auditor

Haysmacintyre LLP
10 Queen Street Place,
London
EC4R 1AG

Oxford Diocesan Schools Trust

Bankers

Lloyds Bank plc
PO Box 1000
Bristol
BX1 1LT

Solicitors

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

Trustees' Report for the year ended 31 August 2022

The Trustees (who are also the Directors of the Company under company law) present their Annual Report together with the audited financial statements of the Oxford Diocesan Schools Trust (the "Trust") for the period from 1 September 2021 to 31 August 2022. 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 2022, the Trust operated 41 primary academies in the area covered by the Oxford Diocese (which covers Berkshire, Buckinghamshire, Oxfordshire and Milton Keynes), with a combined pupil capacity of 9,731 and 8,210 pupils currently enrolled based on the October 2021 school census. Three additional schools joined the Trust during this period.

Structure, governance and management

CONSTITUTION

The Oxford Diocesan Schools Trust (the "Trust") is a private company limited by guarantee with no share capital and is an exempt charity. The Trust's Memorandum and Articles of Association are the primary governing documents of the Trust. Members of the Trust 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.

Details of the Trustees 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 school within the Trust.

There were 38 academies within the Trust at 31 August 2021, in order of joining, as follows:

- John Henry Newman C of E Academy, Littlemore
- Grove C of E Primary School
- The Hendreds C of E Primary School
- St Christopher's C of E Primary School, Cowley
- Wheatley C of E Primary School
- St Peter's C of E Middle School, Old Windsor
- Burchetts Green C of E Infants School
- St Luke's C of E Primary School, Maidenhead
- St Peter's C of E Primary School, Alvescot
- St Christopher's C of E Primary School, Langford
- The Blake, C of E Primary School, Witney
- Bampton C of E Primary School
- North Leigh C of E Primary School
- Burford Primary School
- The Batt C of E Primary School, Witney
- St Mary's C of E Infants School, Witney
- Brize Norton Primary School
- Holyport C of E Primary School
- Dr South's C of E Primary School, Islip
- Tackley C of E Primary School
- Datchet St Mary's C of E Primary Academy
- Leafield C of E Primary School

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- Wroxton C of E Primary School
- Dr Radcliffe's C of E Primary School, Steeple Aston
- South Moreton Primary School
- Deddington C of E Primary School
- Kidmore End C of E Primary School
- North Hinksey C of E Primary School
- St Mary's C of E Primary School, Banbury
- Northbourne C of E Primary School
- St Nicholas C of E Infants School, Wallingford
- Fir Tree Junior School, Wallingford
- Wootton-by-Woodstock C of E Primary School
- Benson C of E Primary School
- Blewbury C of E Primary School
- Christopher Rawlins C of E Primary School, Adderbury
- Tyndale Community School, Cowley
- St Frideswide C of E Primary School

During the year 2021/22 three additional schools joined the Trust:

- | | |
|--|----------------|
| • New Town Primary School, Reading | 1 January 2022 |
| • New Christ Church C of E Primary School, Reading | 1 January 2022 |
| • St John's C of E Primary School, Reading | 1 January 2022 |

MEMBERS' LIABILITY

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

TRUSTEES' INDEMNITIES

Subject to the provisions of the Companies Act 2006, every Trustee or other officer or auditor of the Trust is indemnified out of the assets of the Trust 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 Trust.

The Trust has opted into the Department of Education's Risk Protection Arrangement (RPA), an alternative to insurance where UK government funds cover insurable losses that arise. This scheme protects Trustees 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 Trustees' and officers' indemnity element from the overall cost of the RPA scheme.

PRINCIPAL ACTIVITIES

The Trust's principal activity during the period was the provision of schools both with and without a designated Church of England religious character, offering a broad and balanced curriculum. The schools serve children aged from 3 to 14.

METHOD OF RECRUITMENT AND APPOINTMENT OR ELECTION OF TRUSTEES

Up to twelve Trustees are appointed to the Board by the Members. In addition, the Chief Executive Officer (CEO) and the Diocesan Director of Education (DDE) are Trustees. The Trustees, with the consent of the Diocesan Board of Education, may appoint up to two Trustees for such term up to a maximum of four years and upon such conditions as they shall think fit. Trustees (with the exception of co-opted and ex officio Trustees, 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.

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Each school within the Trust 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 Trust. Members of the LGBs are appointed primarily by the Trustees (with some exceptions allowing for the election of parent representatives etc.) and are accountable to the Trustees accordingly. The Trustees are also entitled to sit on the LGBs in an ex officio capacity.

The Trust has an Executive Committee with a remit to scrutinise the skill set of existing Trustees of the Board and to identify potential new Trustees as appropriate, to recommend to Members for appointment. Members consider the recommendations, taking the skill set of existing Trustees into account, and a full induction process is put into place once the appointment is confirmed.

The skills and experience of existing Trustees are regularly recorded and audited. In addition, committees of the Board have co-opted members from LGBs.

POLICIES AND PROCEDURES ADOPTED FOR THE INDUCTION AND TRAINING OF TRUSTEES

As part of the induction process, all Trustees are provided with various documents to support their understanding of the workings of the Trust. These would include:

- Trust's governing documents (i.e. the Memorandum and Articles of Association) as well as access to the Master Funding Agreement and Supplemental Funding Agreements for the academies;
- other documents such as minutes, accounts, budgets and other documents relating to the Trust;
- relevant documentation issued by the Department for Education, ESFA, the Charity Commission and their professional advisers as necessary are provided to enable the Trustees to meet their legal obligations and follow best practice in respect of their role as Trustees (and Company Directors,) for example the Academies Financial Handbook.

All Trustees (both new and existing) are encouraged to make visits to the schools within the Trust, and to attend leadership briefings and the leadership conferences, so they can meet Headteachers and Local Governing Body members in both a formal and an informal context. They also have access to Governorhub (an online service for LGBs and MAT Trustees for communication and coordination) and are offered regular opportunities for training, both internal and external to help further develop their skills and understanding of the Trust. In addition, the Board holds strategy days to which Members are invited.

ORGANISATIONAL STRUCTURE

The Board of Trustees governs the activities of the Trust and oversees the work of each school's LGB. The structure consists of the Board and seven sub-committees.

- Finance
- Ethos and Governance
- Education, Quality Standards and Impact
- Pay and Personnel
- Estates Health and Safety (including Safeguarding)
- Audit
- Executive

The Trustees are also ultimately responsible for the strategic direction of the Trust ensuring that its aims are met and its ethos maintained. Specifically, this includes setting general policy, adopting an annual plan and budget, monitoring the Trust's financial performance and educational outcomes. The Trustees are also responsible for making major decisions about the direction of the Trust.

As briefly outlined above, the LGBs oversee the work and outcomes of individual schools within the Trust. These LGBs are composed of a mix of local people including staff, parents, members of the local faith community, where appropriate, and others appointed by the Trust for their skills and experience. They act as a critical support to the Headteacher and the school. They are responsible for ensuring high standards of education and financial effectiveness; they review the overall impact of each school within the community it serves and are responsible for ensuring the Trust's ethos and vision are upheld.

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The Senior Leadership Team of the Trust is composed of the CEO, the Deputy CEO, the Lead Education Officer, the Chief Financial Officer, the Operations Manager and the Head of HR. They lead and manage the Trust, setting strategy and implementing policy in conjunction with the Board of Trustees generally. Headteachers and Deputy Headteachers, as employees of the Trust, lead and manage the individual schools.

ARRANGEMENTS FOR SETTING PAY AND REMUNERATION OF KEY MANAGEMENT PERSONNEL

The Trust is concerned to ensure that it recruits and retains high quality employees whilst ensuring value for money.

For centrally employed staff, roles are benchmarked externally to ensure consistency and objectivity and further internal controls are applied by the HR and finance teams, supported by Trustees. Similar to the situation in schools, a limited element of incremental pay progression is available to centrally employed staff subject to the delivery of agreed performance objectives.

For employees based in schools, responsibility for setting levels of pay are delegated to the local school, subject to adherence to nationally agreed conditions, e.g. The School Teachers' Pay and Conditions Document. Additional scrutiny is provided by the Trust through its direct involvement in senior leadership appointments.

TRADE UNION FACILITY TIME

The number of employees who were relevant union officials during the relevant period is 0. The percentage of time, and the percentage of the pay bill spent on facility time is therefore 0%.

STATEMENT OF ENGAGEMENT WITH EMPLOYEES (INCLUDING DISABLED PERSONS)

Trustees play an active role in the organisation, with each assigned to a particular hub, and they are encouraged to visit those schools within their area. Trustee visits in person recommenced, but cautiously, following the Covid-19 pandemic. On-line meetings were held between trustees and LGB members, and all Headteachers new in post or new to the Trust met with the Chair of Trustees.

On a termly basis, briefings are held for both Headteachers and Chairs of Local Governing Bodies which central team officers and Trustees attend, and Trustees are also involved in Headteacher conferences held throughout the year. Each of these events provide an opportunity for dialogue and networking and have been used extensively to share the vision and values of ODST with the scope for attendees to provide feedback. Schools have also been encouraged to share the organisational values at a local level.

In addition to Board meetings, the MAT runs a number of different committees which include some school representation. One of these is the Pay and Personnel Committee, which meets up to 6 times a year. As its name suggests this is focussed on staffing matters and provides Trustees with the chance to hear feedback from schools (and the wider education network in Oxfordshire/former Berkshire of which ODST is a part) and to input into activities such as well-being and learning programmes. The remit of this committee also includes pay policies and terms and conditions for school employees, although to date Trustees have agreed that the continuity of national arrangements in ODST schools is the correct approach, and on that basis the major decisions that affect the interests of employees are made externally to ODST. In a similar vein as a charitable, non-profit making organisation, the scope to involve others in 'performance' at a wider level is limited, but locally leadership teams and Local Governing Bodies acting on behalf of the Trustees, will share details of their school development plan and review data with their respective teams and seek their involvement in delivering continuous improvement. This committee considers staffing data, including exit interviews, and benchmarks numbers of staff leaving Trust employment from different sectors and the reasons for it. A staff survey is carried out periodically and findings reported.

The Trust reviews all applications from candidates on their individual merits. Once an offer has been made to a candidate, where that individual subsequently discloses on a pre-employment questionnaire that they have a disability the school will consider all reasonable adjustments to facilitate their integration into the position.

STATEMENT OF ENGAGEMENT WITH SUPPLIERS, CUSTOMERS AND OTHERS IN A BUSINESS RELATIONSHIP WITH THE TRUST

The Trustees are committed to schools serving their communities, so a local procurement strategy is pursued wherever possible. This supports the Trust's values of community, service and local empowerment and the procurement of services such as provision and support of ICT, grounds maintenance, cleaning and catering is therefore delegated to schools. This enables the specific local needs of each unique institution to be at the centre of provision, and helps reduce our carbon footprint, as well as supporting local business partners. Decisions about which services to procure centrally are made taking local provision into account, so as not to cut across existing, successful arrangements, including those among schools not in ODS. The Finance Committee scrutinises and shapes the strategy to ensure a balance between cost-saving opportunities presented by large-scale trust-wide contracts, and the value-for-money to outcome opportunities presented by local tailored solutions. Trustees are determined to set the best example to pupils by working with ethical suppliers, ensuring the working conditions for contracted staff are fair, and materials are sourced responsibly and sustainably. Trustees receive regular briefings on the requirements of the Academy Trust Handbook from their legal advisers and all new trustees are inducted on its implications.

UK GREENHOUSE GAS EMISSIONS AND ENERGY USE DATA FOR 2021/22

Three new schools, with circa 900 pupils, joined ODS on 1st January 2022. Hence whilst the 2021/22 consumption figures are higher than 2020/21, the intensity ratio (calculated on a per pupil basis) has remained stable.

	<u>2021/22</u>	<u>2020/21</u>
Energy consumption used to calculate emissions (kWh)	7,677,643	6,587,332
Scope 1 emissions in metric tonnes CO₂e		
Gas consumption	959.84	859.57
Owned transport – minibuses	0.99	1.99
Total Scope 1	960.82	861.56
Scope 2 emissions in metric tonnes CO₂e		
Purchased electricity	455.99	396.36
Scope 3 emissions in metric tonnes CO₂e		
Business travel in employee owned vehicles	13.74	4.75
Total Gross Emissions in Metric Tonnes CO₂e	1,430.55	1,262.67
Intensity Ratio Tonnes CO₂e per pupil	0.17	0.17

QUANTIFICATION AND REPORTING METHODOLOGY

We have followed the HM Government Environmental Reporting Guidelines including streamlined energy and carbon reporting guidance March 2019. We have used the 2022 UK Government Emission Conversion Factors for Greenhouse Gas Company Reporting.

INTENSITY MEASUREMENT

The chosen intensity measurement ratio is total gross emissions in metric tonnes CO₂e per pupil, the recommended ratio for the sector.

MEASURES TAKEN TO IMPROVE ENERGY EFFICIENCY

The central energy contract which has another 2 years to run was signed in 2019 and decisions were fully informed by the ODST values of community and service. The electricity supply, through the contract, is from 100% renewable and sustainable sources and this provision is complemented by an installation programme of smart meters to all the schools' electricity supplies. Once installed, as this was delayed due the Covid pandemic, schools will be able to monitor their energy usage in 'real time' and have immediate management information about their energy usage.

We have increased video conferencing technology for staff meetings and LGB member training, implemented during the lockdowns but continued since, thus reducing the need for travel between sites and we have set a target to reduce overall travel across the organisation.

CONNECTED ORGANISATIONS, INCLUDING RELATED PARTY/ TRANSACTIONS

The Trustees are appointed in accordance with the skills and experience each can offer to the Trust. Some are drawn from other organisations in the Diocesan family, local employers or other organisations which from time to time have dealings with the Trust in the course of their work. All transactions between any Trustee's employers and/or organisations and the Trust were properly procured through an open and fair process and carried out at arm's length. All material transactions were undertaken at not more than cost. A register of each Trustee's business interests is also maintained.

During the period, the Trust obtained a number of essential support services from the Oxford Diocesan Board of Education (a corporate Member of the Trust) at a cost of £55,852 (2020/2021: £51,150). These services included training and SLA for Church schools.

The Trust also agrees, on an annual basis, for ODBE to act as the body responsible for maintaining school buildings within the academy trust funded by the School Condition Allocation (SCA) made available to ODBE, on behalf of ODST, from the ESFA. ODBE charged project management fees for the works undertaken on the trust's premises during the year totalling £204,680 (2021: £197,674). These fees are entirely funded by the SCA funding allocated to the academy trust

The Trust is aware of the Academies Trust Handbook requirements for related party transactions, including notifying the ESFA of all transactions made on or after 1 April 2019 and the need to obtain their approval where required. These regulations have been adhered to throughout this accounting period.

Full details of related party transactions can be found at note 26.

Objectives and Activities

OBJECTS AND AIMS

The Trust'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 schools 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 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 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 ethos, whether or not designated Church of England.

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OBJECTIVES, STRATEGIES AND ACTIVITIES

At the heart of the vision for schools in the Trust is a belief in educational excellence. It is the strategic objective of the Trust to create a family of outstanding schools. This covers a range of potential members of the family: including 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 which require more 'hands on' sponsorship and brand-new schools.

The Trust's vision for education centres on our sense of a community which works for the common good. The Trust's key values are identified as:

- **Inclusivity:** Our schools embrace equality of opportunity and a whole inclusive approach to education. We believe every person matters.
- **Empowerment:** A fully functioning community is one where each person knows their own value and potential. Our job as educators is to enable that potential to flourish; to create a culture where children can be nurtured to be the best they can be. We believe this is best done by empowering each other to contribute the best we have to give.
- **Community:** Communities are important and flourish best when relationships are strong. We believe our schools and the people in them are a vital part of many different communities, all of which can be enriched as we work together.
- **Abundant Living:** We want our schools to be places where children are loved, nurtured and learn to live well. We believe all people should be enabled to fulfil their whole potential, not just professionally and academically, but also creatively, morally and spiritually.
- **Service:** Our schools are outward-facing communities where we all learn to serve others and contribute to the common good.

PUBLIC BENEFIT

As set out in the objects in the Articles of Association, the Trust 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 Trust seeks to live out our Common Vision for the Common Good by establishing and running schools, 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 Trust's schools 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 Trustees have complied with their duty under the Charities Act 2011 to have due regard to the guidance on public benefit published by the Charity Commission in exercising their powers and duties as charity Trustees. They have referred to this guidance when reviewing the Trust's aims and objectives and in planning future activities.

Strategic Report

ACHIEVEMENTS AND PERFORMANCE

The Trust welcomed three new schools during the accounting period. These were:

- | | |
|--|----------------|
| • New Town Primary School, Reading | 1 January 2022 |
| • New Christ Church C of E Primary School, Reading | 1 January 2022 |
| • St John's C of E Primary School, Reading | 1 January 2022 |

These schools were previously all part of the Berkshire Schools Trust.

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Ofsted inspections recommenced after the Covid-19 restrictions, and nine ODST schools were subject to reinspection during the accounting period. Despite the considerable challenges of the pandemic, we are delighted that seven of our schools were judged to remain Good; one was judged Good with outstanding features, which had previously been judged overall Outstanding in 2007, and one was judged as Requires Improvement, but with a "Good" outcome for Leadership and Management. 28 ODST schools had therefore been subject to an Ofsted inspection since joining ODST by 31st August 2022, of which nine have gone up at least one grade since their last inspection, two have gone down and 16 have retained their previous "Good" rating.

External phonics tests and end of Key Stage Tests were reintroduced nationally, following their suspension during the pandemic. National benchmarks for these have not been released, but we have used the data internally to ensure that children are flourishing once again and that they are ready to commence the next stage of their school learning journeys.

School Performance

Below is a summary of the academic performance of our schools this year.

- **Early Years Foundation Stage (EYFS)** – Approximately 63% of ODST's pupils reached a Good Level of Development (GLD) by the end of their foundation stage.
- **Y1 Phonics Check:** The percentage of children meeting the expected standard was 70%.
- **KS1 SATS:** the percentage of 7-year-old children meeting the expected standard at the end of KS1 in reading was 68%, in writing was 55% and in mathematics was 65%.
- **KS2:** The percentage of ODST pupils achieving the expected standard in reading was 75%, writing 64% and mathematics 70%.

Growing Capacity: We continue to encourage close working between schools, both to add leadership capacity and to manage finance more successfully, and so we have implemented a number of shared leadership arrangements across schools. Five working ODST headteachers (0.2FTE per head) added support to the central school improvement team, itself offering developmental opportunities for serving head teachers.

We have a comprehensive programme of CPD and support for school leaders and LGBs.

NPQSL delivery: ODST is now involved in the delivery of the National Professional Qualification for Senior Leaders (NPQSL) on behalf of the CofE Foundation for Educational Leadership (CEFEL). The first cohort and 'learning community' of participants from both ODST & non-ODST schools started in February 2022. We have quickly created a supportive atmosphere which is developing high quality professional learning.

Subject leader networks in all foundation subjects are now embedded, and a strong feature of our learning across schools. This is supporting subject leaders in effective curriculum implementation and impact.

PROMOTING THE SUCCESS OF THE COMPANY (SECTION 172 STATEMENT)

The Trustees are fully aware of their responsibilities to promote the success of the Trust as a Company in accordance with section 172 of the Companies Act 2006 and the Board has reflected on how the Trust engages with its stakeholders and what opportunities exist for enhancement in the future. For example, all Trustees are allocated to a hub of schools and expected to visit their schools, engaging with children, staff, school leaders and representatives of the Local Governing Body, both face-to-face and on-line. Trustees also resolved to ensure as many as possible are present at leadership conferences (held twice yearly for all heads). In considering the skill make-up of the Trustees, the Members seek to ensure that key stakeholders are both represented and understood by the Board. The current Board of Trustees for example, includes current and recent parents of children in ODST schools, current and recent Local Governing Body members, Trustees with experience of school leadership, key personnel from the Oxford Diocese, both lay and ordained. In turn, the Trustees welcome Headteachers, Local Governing Body members, and other members of the community to Board committees. The Trustees ensure that the Strategic Plan is rooted in its vision and values and they set Key Performance Indicators for success along those lines. Decisions about the focus of strategic planning are made collaboratively with Chairs of Local Governing Bodies and Headteachers before being signed off at Board level.

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The Trustees understand that educational attainment and pupil progress are key concerns for staff, parents and pupils of ODSST schools and they focus their work on this through both the full Board meetings and their committee structure – where the Education Quality Standards and Impact (EQSI) committee is of key strategic importance. Clearly, pupil welfare, safeguarding and a rounded education which enables pupils to engage with their local community is also significant and trustees ensure these issues are addressed. As well as regular attendance at governor briefings and Headteacher events, Trustees have invited chairs of Local Governing Bodies to Board meetings, to hear first-hand the issues that are relevant at school level. This is in addition to summary reporting by members of the central team.

Through all these means, Trustees are aware of the longer-term challenges faced by very small schools, which has led to future plans to explore ways in which much closer collaboration between small village schools might enhance sustainability, and the on-going challenges of financial constraints.

GOING CONCERN

Based on the budget and cash flow, the Trustees have a reasonable expectation that the Trust and the schools currently within it have adequate resources to continue in operational existence for the foreseeable future. For this reason, the Trustees 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 £8,489,000 (2021: £29,460,000) 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 Trust. The Trust is not currently required to make accelerated payments to meet this liability, but were arrangements to change, the Trust would have difficulty in making such payments without its public funding being adjusted to meet this liability and the Trust would then expect that cost to be covered by its public funding alongside all other reasonable costs of the education it provides. The Trustees, in any case, have noted that the Government has provided a guarantee that in the event of a school closure, any outstanding Local Government Pension Scheme liabilities would be met by the Department for Education.

At the end of the financial period, the total funds of the Trust stood at a net surplus of £20,940,044 (2021: net deficit of £3,750,685). However, in considering whether the Trust is a going concern, the more relevant figure is the net current assets of the Trust (which exclude the fixed assets and the defined benefit pension scheme liability), which at balance sheet date totalled £7,495,876 (2021: £5,984,609).

The Trustees are pleased to report that they believe the Trust is in good financial health and is an active going concern. They base this on the evidence of an operating cashflow surplus, cash balance at year end of £8,647,218 (2021: £8,509,355), achieving a balanced budget in 2021/22 and the setting of a balanced budget after reserves for 2022/23. The finance team regularly manage and update a rolling 12-month cash flow forecast, which supports this assessment.

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 has carefully monitored the operational financial position throughout the year by means of monthly management reporting. An annual surplus of 1.67%, on this basis, was achieved compared to a budgeted deficit of 0.40% for 2021/22. The balance of revenue reserves held at the year-end was equivalent to approximately 1.69 months of operational expenditure compared to the target set of 1.5 months of operational expenditure.

The Trustees' medium-term aim is to balance the Trust'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 Trust's schools, and to ensure that all

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balances held, whether by the Trust itself or by its schools, have a clearly identifiable, transparent and documented purpose.

The Trust's Funding Agreement is not subject to a specific carry forward limit on the amount of General Annual Grant (GAG) funding. One 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 2022, the balance of the GAG Restricted Fund was £914,690 (2021: £864,114).

Staffing costs are another key performance indicator for the Academy Trust and the percentage of total staff costs (excluding LGPS FRS102 pension cost charges) to total educational grant funding (being GAG funded plus other operating educational grants from the ESFA and/or Local Authority) for the year was 83.8% (2021: 83.9%), while the percentage of staff costs (excluding LGPS FRS102 pension cost charges) to total educational operations costs (excluding depreciation and LGPS FRS102 pension cost charges) was 79.8% (2021: 81.6%).

After adjusting for the transfer of the Local Government Pension Scheme (LGPS) deficits on transfer of schools from existing academy trust and on conversion, and the further FRS102 adjustments to the LGPS deficit in the period, the Trust made a deficit for the year on its restricted general funds of £1,516,975 (2021: deficit of £1,101,661). This deficit was then funded via a transfer of funds from the Trust's unrestricted funds of £1,748,455, thereby giving a surplus carried forward on the restricted general funds, excluding the pension reserve, of £1,804,728 (2021: £1,573,248). The surplus consists substantially of educational grants received in the year ended 31 August 2022. The expenditure that will be funded by these grants falls largely in the current year, although some may be held over until the following year if the Trust's plans require it.

Financial review

REVIEW OF ACTIVITIES

The Trustees approved an overall budget for the period from 1 September 2021 to 31 August 2022. The Trust 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 Trust and its schools.

The Trust received income into its Unrestricted Fund, Restricted General Funds and Fixed Asset Fund during the year ended 31 August 2022. 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 and expenditure associated with those schools that joined the Trust during the year as well as FRS102 pension costs adjustments and depreciation charges.

Operational Results	2022	2021
Net (expenditure)/income in Statement of Financial Activities	£(5,262,271)	£(2,325,978)
Less transfer from Local Authority on conversion*	£(7,587)	-
Add/(Less) transfer from existing academy trust*	£1,130,411	£703,534
Capital grants and donations income	£(3,112,563)	£(2,794,476)
Improvements to diocesan property occupied by the academy trust treated as grant expenditure	£2,255,855	£1,485,215
Depreciation	£604,587	£539,174
Defined benefit pension scheme cost less contributions	£4,541,000	£2,748,000
Defined benefit pension scheme finance costs	£557,000	£375,000
Total Operational Surplus	£706,432	£730,469

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* On transfer of schools from local authorities or other existing academy trusts, ODSST recognises these as a gain or loss in the year based on the fair value of the net assets or liabilities that are assumed by ODSST on the transfer (Note: there is an amount of £7,587 for NS&I accounts in year not recognised on conversion for Christopher Rawlins C of E Primary School who joined the trust on 1st February 2020). A breakdown of these is included in Note 27 to the accounts with the most significant elements being the assumption of the net local government pension schemes attributed to the employees associated with the schools and the fair value of land and buildings. In the 2022 financial year, two of the transferring schools are situated on church land and therefore no value was recognised in the accounts for land and buildings for this school. A net loss was recognised in the year due to the significant pension scheme liabilities.

Restricted General Fund

The majority of the Trust's income was received through Education and Skills Funding Agency (ESFA) recurrent revenue grants into the Restricted General Fund, the use of which is restricted to the Trust's charitable activities, being its educational operations. General Restricted Fund income for the year was £44,194,935 (2020/2021: £38,806,580); expenditure against these funds was £54,693,910 (2020/2021: £43,741,241), giving a restricted revenue fund deficit for the year of £10,498,975 (2020/2021: deficit of £4,934,661) before transfers to the Restricted Fixed Asset Fund and actuarial gains and losses on the defined benefit pension scheme. This deficit includes net defined benefit pension scheme liabilities transferred to the Trust from the schools that joined the Trust during the year of £3,884,000 (2021: £710,000) and a further pension cost adjustment under FRS102 of £5,098,000 (2021: £3,123,000). Excluding these pension scheme liabilities and adjustments, the deficit on the General Restricted Fund for the year was £1,516,975 (2021: deficit of £1,101,661).

Unrestricted Funds

Unrestricted income for the year was £3,253,203 (2021: £2,339,002). Expenditure against the fund was £427,801 (2021: £506,873) for the period, giving an Unrestricted Fund surplus for the year of £2,825,402 (2021: £1,832,129).

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 Trust's depreciation policy and capital expenditure treated as grants to Site Trustees at church schools. Income recognised in the year in respect of this fund, including the value of the assets transferred from the schools that have joined the Trust this year was £5,274,154 (2021: £2,800,942). There is a £2,411,302 (2021: £773,798) Restricted Fixed Asset Fund period end surplus after transfers between funds.

The total fund balances as at 31 August 2022 were a net surplus of £20,940,044 (2021: £3,750,685 net deficit). This is composed of £4,766,640 (2021: £3,689,693) in Unrestricted Funds, £6,684,272 deficit (2021: £27,886,752 deficit) in Restricted General Funds (after accounting for defined benefit pension scheme deficit of £8,489,000 (2021: £29,460,000)), and £22,857,676 (2021: £20,446,374) in Restricted Fixed Asset Funds.

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

The net book value of the Trust's tangible fixed assets was £21,933,168 (2021: £19,724,706) at 31 August 2022 and the movement in this account is detailed in note 13 to the financial statements. The majority of this is represented by the value of the assets transferred to the Trust from the schools joining the Trust since its incorporation.

The Trust occupies land and buildings which are provided to it and owned by various land trustees ('the Site Trustees'). The Trust 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 Trust, which provide the Trust with the right to use the land and buildings of the schools for an indefinite period, subject to a 2-year termination notice period, which amounts to a mere licence. The Trustees 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 13 of the financial statements.

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The Trust also has 125-year leases from Oxfordshire County Council and the Royal Borough of Windsor and Maidenhead for the playing fields of the various schools, which were transferred to the Trust on conversion. Cash in hand at 31 August 2022 was £8,647,218 (2021: £8,509,355).

FINANCIAL AND RISK MANAGEMENT OBJECTIVES AND POLICIES

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

Budget plans for schools within the Trust are monitored and amended in consultation with the Chief Financial Officer 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 Trust and individual school level. An internal Financial Procedures Manual has been published and issued to the Trust's schools which requires compliance with procedures designed to manage and protect the Trust's funds and ensure that they are authorised at appropriate levels and used appropriately.

PRINCIPAL RISKS AND UNCERTAINTIES

The Board of Trustees has a risk management process to identify and monitor those risks faced by the Trust. A risk register is in place and reviewed regularly.

The Trustees have assessed the major risks to which the Academy Trust is exposed, especially in the operational areas, such as in relation to teaching, health and safety, safeguarding and school trips, and in relation to the control of finances and strategic development of the Trust. They have introduced systems, including operational procedures and internal financial controls in order to minimise risk and have agreed a Risk Management Strategy and Risk Management Plan, which incorporates a Risk Register. Where significant financial risk still remains, the Trustees have ensured the Academy Trust has adequate insurance cover in place. The Risk Management Plan is constantly reviewed in light of any new information and formally reviewed annually.

The Trust is a member of the risk protection arrangement (RPA) which is provided by the Department of Education (DfE) for academies and free schools. The RPA is a voluntary arrangement and is an alternative to insurance through which the cost of risks that materialise will be covered by government funds.

The principal risks and uncertainties facing the Trust are identified as being:

Education Standards

The continuing success and reputation of the Trust is predicated on continuing to improve outcomes for children and young people, and to enable all our pupils to make progress in their learning.

To ensure that we achieve our aims, the Trustees ensure that they themselves have sufficient skills and experience to hold the Trust to account; we ensure that the central school improvement function is well resourced both by officers and an appropriate revenue budget and that its effectiveness is monitored both in detail at committee level and at the full Board. We encourage Trustees to know and visit schools.

We ensure that pupil outcomes are at the heart of all decision making and we set the highest expectations. We have robust systems, high quality staff and mechanisms for direct intervention should this be needed. Trustees monitor standards using a range of soft and more formal measures. The support, training and development of current and future leaders is also a key activity, and Trustees work to plan for the succession of key posts where possible.

Finances

Trustees understand that the Trust's effectiveness is ultimately limited by its funding. We are almost wholly reliant on Government funding through the ESFA. Trustees recognise the importance of a flexible and dynamic

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approach to budgeting to be able to respond to unexpected local events, changes to government policy or practice, and to develop in the most effective way to make the greatest difference. We also recognise there is no assurance that Government funding levels will continue on the same terms or at the same level. We mitigate risk by working to build up small surpluses when possible, at both local and central budget levels, and to analyse costs carefully at all times, to ensure value for money; taking advantage of the economies of scale possible in a large and growing Trust, whilst empowering local management of delegated funds to encourage careful husbandry in individual cases. Due diligence is completed on each school applying to join the Trust, to ensure no school joins needing funds the Trust cannot provide, and strong financial controls, using an integrated finance package, are in place to ensure existing schools are supported with proper budget monitoring. Trustees regularly review central staffing levels as the Trust grows to ensure central finance staffing remains sufficient to support schools effectively. Trustees also ensure insurance arrangements are in place.

There are a series of controls in place to minimise the risk of fraud or financial mismanagement at a transactional level; each school is required to adhere to the processes outlined in the Financial Procedures Manual and the central team actively check this is complied with when visiting school sites. This activity is reported regularly to the Finance Committee. Regular training is provided to finance staff to keep them up-to-date and develop their skills.

Health & Safety and Safeguarding Risks

Trustees continue to ensure the maintenance of high standards in the area of selection and monitoring of staff, maintenance of single central records, the setting of policies and operation of procedures in the area of safeguarding and child protection and take both legal and HR advice regularly as appropriate. Regular safeguarding audits are carried out by officers.

The physical safety and suitability of sites is monitored annually and Trustees ensure the appropriate follow-up actions are carried out should any causes for concern be identified. Capital funding decisions are made mindful of the need to minimise risk in this area. Contingency and emergency plans are in place and regularly reviewed for a number of eventualities.

Covid-19

In common with all other Academy trusts, ODS Trust has continued to cope with the implications of Covid-19 this year. The financial effects have been limited yet there has been a continued impact on staffing which has put pressure on supply teaching budgets. Each school also updated their risk register with regards to Covid-19. This register was continually revisited and updated, especially when schools re-opened fully in September.

RESERVES POLICY

The Trust's budget plan has been developed to ensure that reserves are maintained within the reserve policy guidelines agreed with the Finance Committee and Board. Reserves are maintained to provide an appropriate level of working capital, to invest appropriately in infrastructure for the future and to provide a contingency against unforeseen cost and liabilities that might arise. The level of reserves held will be reviewed annually by the Board of Trustees to ensure that it is adequate but not excessive. It is assessed that in the medium-term cash reserves should be developed to equate to one to three months of budgeted operating expenditure. At the year-end cash funds were equal to 2.2 months (2021: 2.4 months) of budgeted operating expenditure.

The Trust 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 Trust has no investments other than balances held in current accounts at Lloyds bank for the Trust itself and its schools. We do not anticipate having sufficient surplus funds for investment other than balances in the current account. Trustees will continue to monitor the situation closely and will develop a formal investment policy if and when necessary. At that time full consideration will be given to the extent to which social and ethical considerations will influence investment decisions.

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FUNDRAISING ACTIVITIES

The Trust does not currently have any central fundraising activities. It does not use the services of professional fundraisers. The practice in place is that schools will individually develop fundraising activities, typically with the assistance of their parent bodies through a formal PTA. There have been no complaints over fundraising in the period 2021/22.

Plans for future periods

FUTURE DEVELOPMENTS

We intend to continue to grow the size of the Trust, but at a carefully managed rate so we can ensure all our schools flourish. We envisage taking on two or three schools during the next accounting period, should there be a need.

We continue to want to develop our staff and hope to see more leaders and those with responsibility for areas taking on new challenges and being ready for new roles within the organisation. We are expecting to expand our contribution to national training programmes, as well as supporting colleagues in schools to share their expertise with others, thereby improving the overall impact of their work. We are also intending to increase the support services available to schools in the Trust from the central team, but also to build capacity across school hubs so that schools can grow in inter-dependence. We are intending to develop our communications strategy further in 2023, to help our schools keep in touch with parents and their local communities as effectively as possible.

We are planning to select a new management information system across the Trust in 2022-2023 and intend to commence a process with prospective bidders during the Autumn term. This should ultimately be a cost-effective solution which will enable more efficient centralised reporting.

DISCLOSURE OF INFORMATION TO AUDITORS

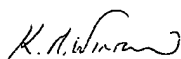
Each of the persons who are Trustees at the time when this Trustees' Report is approved has confirmed that:

- so far as each Trustee is aware, there is no relevant audit information of which the Trust's auditor is unaware, and
- that each Trustee has taken all the steps that they ought to have taken in order to make themselves aware of any relevant audit information and to establish that the Trust's auditor is aware of that information.

AUDITOR

Haysmacintyre LLP continue to be appointed as auditor to the charitable Trust in accordance with section 487(2) of the Companies Act 2006.

This report, incorporating the Strategic Report, was approved by order of the Board of Trustees, as the company directors, on 12 December 2022 and signed on the board's behalf by:



Mrs K M Winrow
Chair of the Board of Trustees

Governance Statement

In accordance with the Articles of Association, the Charitable Trust 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 Governing Body members and that the curriculum should comply with the substance of the national curriculum.

SCOPE OF RESPONSIBILITY

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

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

GOVERNANCE

The information on governance included here supplements that described in the Trustees' Report and in the Trustees' Responsibilities Statement. The Board of Trustees has formally met five times during the year.

Attendance during the year at meetings of the Board of Trustees was as follows:

Trustees	Meetings Attended	Out of a Possible
Mr S Barber	6	6
Sir C Booth	6	6
Dr P Chadwick	5	6
The Revd Canon B D Clover	6	6
Mrs J A Dellar	6	6
Ms J Fageant	6	6
Mr M Humphriss	2	6
Mr G Joyner	2	2
Mrs J Moriarty	5	6
Mr P Sanderson	4	6
Mr C Wheaton	6	6
Mr A Wilson	3	3
Mrs K M Winrow	6	6
The Revd Canon Toby Wright	3	3

The Trust also has an Executive Committee composed of the Chair and Vice Chair of Trustees, the Chair of the Finance Committee and the CEO, which can be convened to address particular issues. The Chair of Trustees attends the monthly meetings of the Senior Leadership Team of the Trust and there is an interim CEO report between Trustee Board meetings. The aforementioned, together with the five meetings during the year, enable the Board to discharge their responsibilities and ensure robust governance and effective management arrangements are in place throughout the year.

Conflicts of Interest

ODST maintain an up-to-date and complete register of pecuniary interests and declaration of interests is a standard agenda item at every committee and Trustee Board meeting.

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Governance Reviews

An external Governing Body Skills and Effectiveness Review was carried out between April and June 2022 in all ODSST schools. Individual summary reports and action plans were sent to all Local Governing Bodies in June 2022 and a follow up review is planned in 2023.

A trustee peer review is also planned for 2023 and this will be based on the Governance Wheel which covers eight areas of good governance following the key principles from the Good Governance Code.

The Finance Committee is a committee of the main Board of Trustees. Its purpose is to review the Trust's financial position closely and to provide delegated strategic financial direction.

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 ESFA, to ensure best value is achieved in all financial transactions and to receive and (where relevant) respond to annual audit reports on the Trust and its use of public funds.

Attendance at Finance Committee meetings in the year was as follows:

Members	Meetings Attended	Out of a Possible
Sir C Booth	5	5
Mrs J A Dellar	5	5
Mrs C Jones	2	5
Mr C Wheaton	5	5
Mrs K M Winrow	5	5

The role of the Audit Committee includes overview of actions taken to mitigate the Trust's major risks and to review the Trust's system of internal control.

The Audit Committee is a committee of the Board of Trustees. Its purpose is to maintain an oversight of the Trust's governance, risk management, internal control and value for money framework. It reports its findings annually to the Board of Trustees and the Accounting Officer as a critical elements of the Trust's annual reporting requirements.

Attendance at Audit Committee meetings in the year was as follows:

Members	Meetings Attended	Out of a Possible
Ms S Appleby	3	3
Sir C Booth	2	3
Mrs J A Dellar	2	3
Mrs A Jestico	3	3
Mrs K M Winrow	2	3

Review of Value for Money

As Accounting Officer, the Chief Executive has responsibility for ensuring that the Trust 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 Trust's use of its resources has provided good value for money during each academic year, and reports to the Board of Trustees where value for money can be improved, including the use of benchmarking data where available.

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The Accounting Officer for the Trust has delivered improved value for money during the year in many ways including:

- Improved internal processes and procedures designed to ensure careful budgeting and targeted spending remain at the heart of all decision-making
- Ongoing review of a wide range of separate school contracts, enabling the Trust to maintain a supplier framework that offers the best value for money deals within our schools. In some cases, this has led to specific services returning "in-house" in some settings, e.g. catering.
- Sharing of best practices within the schools in the Trust to ensure that the current procedures, processes and systems are used to maximum efficiency.
- Use of benchmarking data within the Trust, and that available on DfE website, to compare spend in key areas and identify efficiencies wherever possible.

During this accounting period, we retendered for audit services.

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 Trust 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 Trust for the year 1 September 2021 to 31 August 2022 and up to the date of approval of the annual report and financial statements.

CAPACITY TO HANDLE RISK

The Board of Trustees has reviewed the key risks to which the Trust is exposed together with the operating, financial and compliance controls that have been implemented to mitigate those risks. The Board of Trustees is of the view that there is a formal ongoing process for identifying, evaluating and managing the Trust's significant risks, that has been in place for the year 1 September 2021 to 31 August 2022 and up to the date of approval of the annual report and financial statements. This process is regularly reviewed by the Board of Trustees.

THE RISK AND CONTROL FRAMEWORK

The Trust'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 Trustees
- 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
- external judgements of the MAT by Ofsted and Regional Schools Commissioners.

The Board of Trustees considered the need for a specific internal audit function and undertook a review of the options available. The decision was taken to carry out this function via the central finance team. This rolling programme has been in place for a number of years now and is monitored and reviewed by the Audit Committee. As per the option available in the guidance contained in the Academy Trust Handbook the internal scrutiny function is carried out by a peer review process.

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The external auditors undertook a range of checks during their statutory audit work, including site visits to a sample of schools, to look at the operation of controls in individual schools. 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.

REVIEW OF EFFECTIVENESS

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

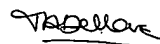
- the regular monitoring reports including monthly management accounts
- the work of the audit committee and finance committee
- the work of the external auditors
- the work of other outside agencies
- the financial management and governance self-assessment process
- the work of the finance and operations team within the Trust 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 Audit Committee and a plan to ensure continuous improvement of the system is in place.

Approved by order of the members of the Board of Trustees on 12 December 2022 and signed on its behalf by:



Mrs K M Winrow
Chair of the Board of Trustees



Mrs J A Dellar
CEO and Accounting Officer

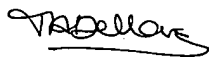
Statement of Regularity, Propriety and Compliance

As Accounting Officer of Oxford Diocesan Schools Trust, I have considered my responsibility to notify the ODST Board of Trustees and the Education and Skills Funding Agency (ESFA) of material irregularity, impropriety and non-compliance with ESFA terms and conditions of funding received by the academy trust, under the funding agreement in place between the Trust and the Secretary of State for Education. As part of my consideration, I have had due regard to the requirements of the Academy Trust Handbook 2021.

I confirm that the Board of Trustees and I are able to identify any material, irregular or improper use of funds by the Trust, or material non-compliance with the terms and conditions of funding under the Trust's funding agreement and the Academy Trust Handbook 2021.

I confirm that no instances of material irregularity, impropriety or funding non-compliance have been discovered to date other than an administrative breach of paragraph 5.41 and 5.42 of the Academies Trust Handbook, with regards to which the ESFA propose to take no further action. If any instances are identified after the date of this statement, these will be notified to the Board of Trustees and ESFA.

The aforementioned administrative breach related to the trust not obtaining prior approval from the ESFA in respect of project management fees charged to the trust by the Oxford Diocesan Board of Education as part of their role acting as the body responsible for maintaining school buildings. Such fees are entirely funded by the School Condition Allocation (SCA) made available to ODBE, on behalf of ODST, from the ESFA.



Mrs J A Dellar
CEO and Accounting Officer

Date: 12 December 2022

Statement of Trustees' Responsibilities

The Trustees (who are also Directors of the charitable company for the purposes of company law) are responsible for preparing the Trustees' Report (including the Strategic Report) and the financial statements in accordance with the Academies Accounts Direction published by the Education and Skills Funding Agency, United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice) and applicable law and regulations.

Company law requires the Trustees to prepare financial statements for each financial year. Under company law the Trustees 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 charitable company and of its incoming resources and application of resources, including its income and expenditure, for that period. In preparing these financial statements, the Trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles of the Charities SORP 2019 and the Academies Accounts Direction 2021 to 2022;
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements;
- make judgements and accounting estimates that are reasonable and prudent; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

The Trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the charitable company's transactions and disclose with reasonable accuracy at any time the financial position of the charitable 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 charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

The Trustees are responsible for ensuring that in its conduct and operation the charitable 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 ESFA/DfE have been applied for the purposes intended.

The Trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charitable 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 Board of Trustees on 12 December 2022 and signed on its behalf by:



Mrs K M Winrow
Chair of the Board of Trustees

Independent Auditor's Report to the Members of Oxford Diocesan Schools Trust

OPINION

We have audited the financial statements of Oxford Diocesan Schools Trust for the year ended 31 August 2022 which comprise the Statement of Financial Activities, the Balance Sheet, the Cash Flow Statement and the related notes, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law, United Kingdom Accounting Standards, including Financial Reporting Standard 102 *The Financial Reporting Standard applicable in the UK and Republic of Ireland* (United Kingdom Generally Accepted Accounting Practice) and the Academies Accounts Direction 2021 to 2022 issued by the Education and Skills Funding Agency.

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 2022 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, the Charities SORP 2019 and the Academies Accounts Direction 2021 to 2022.

BASIS OF OPINION

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the charitable company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

CONCLUSIONS RELATING TO GOING CONCERN

In auditing the financial statements, we have concluded that the trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charitable company's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the trustees with respect to going concern are described in the relevant sections of this report.

OTHER INFORMATION

The trustees are responsible for the other information. The other information comprises the information included in the Trustees' Annual Report. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

Independent Auditor's Report to the Members of Oxford Diocesan Schools Trust (continued)

OPINION ON OTHER MATTER PRESCRIBED BY THE COMPANIES ACT 2006

In our opinion, based on the work undertaken in the course of the audit:

- the information given in the Trustees' Annual Report (which includes the strategic report and the directors' report prepared for the purposes of company law) for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the strategic report and the directors' report included within the Trustees' Annual Report have been prepared in accordance with applicable legal requirements.

MATTERS ON WHICH WE ARE REQUIRED TO REPORT BY EXCEPTION

In the light of the knowledge and understanding of the charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the Trustees' Annual Report (which incorporates the strategic report and the directors' report).

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:

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

RESPONSIBILITIES OF TRUSTEES FOR THE FINANCIAL STATEMENTS

As explained more fully in the Trustees' responsibilities statement, the Trustees (who are also directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

AUDITOR'S RESPONSIBILITIES FOR THE AUDIT OF THE FINANCIAL STATEMENTS

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

Independent Auditor's Report to the Members of Oxford Diocesan Schools Trust (continued)

Based on our understanding of the charitable company and the environment in which it operates, we identified that the principal risks of non-compliance with laws and regulations related to charity law, and we considered the extent to which non-compliance might have a material effect on the financial statements. We also considered those laws and regulations that have a direct impact on the preparation of the financial statements such as the Companies Act 2006, the Charities Act 2011, the Academies Accounts Direction 2021 to 2022 and the academy trust's compliance with the requirements of the Academies Financial Handbook and Master Funding Agreement in place.

We evaluated management's incentives and opportunities for fraudulent manipulation of the financial statements (including the risk of override of controls), and determined that the principal risks were related to the posting of inappropriate journal entries and management bias in accounting estimates and judgements. Audit procedures performed by the engagement team included:

- Inspecting correspondence with regulators, including the Education and Skills Funding Agency and tax authorities;
- Discussions with management including consideration of known or suspected instances of non-compliance with laws and regulation and fraud;
- Evaluating management's controls designed to prevent and detect irregularities;
- Identifying and testing journals, in particular journal entries posted that significantly impact on the result for the year or relate to areas subject to significant judgements or estimates and those areas considered to be higher risk; and
- Challenging assumptions and judgements made by management in their critical accounting estimates.

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. This risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance. The risk is also greater regarding irregularities occurring due to fraud rather than error, as fraud involves intentional concealment, forgery, collusion, omission or misrepresentation.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at: www.frc.org.uk/auditorsresponsibilities. This description forms part of our auditor's report.

USE OF OUR REPORT

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 Auditor's 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 the charitable company's members, as a body, for our audit work, for this report, or for the opinions we have formed.



Kathryn Burton (Senior Statutory Auditor)
For and on behalf of Haysmacintyre LLP, Statutory Auditor
10 Queen Street Place
London
EC4R 1AG

Date: 13 December 2022

Independent Reporting Accountant's Assurance Report on Regularity to Oxford Diocesan Schools Trust and the Education & Skills Funding Agency

In accordance with the terms of our engagement letter dated 4 September 2019 and further to the requirements of the Education and Skills Funding Agency (ESFA) as included in the Academies Accounts Direction 2021 to 2022, 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 period 1 September 2021 to 31 August 2022 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 ESFA 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 ESFA 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 ESFA, for our work, for this report, or for the conclusion we have formed.

Respective responsibilities of 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 28 September 2018, and the Academies Financial Handbook extant from 1 September 2021, 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 2021 to 2022. 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 period 1 September 2021 to 31 August 2022 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 2021 to 2022 issued by ESFA. 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 Trust'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;

Independent Reporting Accountant's Assurance Report on Regularity to Oxford Diocesan Schools Trust and the Education & Skills Funding Agency (continued)

- a review of the minutes of meetings of the Trustees, relevant sub-committees and Local Governing Bodies, management accounts and making enquiries with management relevant to our consideration of regularity;
- reviewing the procedures for identifying and declaring related parties and other business interests;
- review of correspondence between the ESFA and the Academy in respect of reporting related party transactions;
- scrutinising journals, and other adjustments posted during the year for evidence of unusual entries and making enquiries into any such items where relevant;
- enquiries of management of new leases in the period to ensure that they are entered into in line with the financial handbook policies; 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 substantive sample testing of transactions.

Conclusion

In the course of our work, except for the matter listed below, nothing has come to our attention which suggests that in all material respects the expenditure disbursed and income received during the period 1 September 2021 to 31 August 2022 have not been applied to purposes intended by Parliament and the financial transactions do not conform to the authorities which govern them.

Matter 1: The Academy trust was found to be in breach of paragraph 5.41 and 5.42 of the Academies Financial Handbook through not obtaining prior approval from the ESFA in respect of project management fees charged to the trust by the Oxford Diocesan Board of Education as part of their role acting as the body responsible for maintaining school buildings. Such fees are entirely funded by the School Condition Allocation (SCA) made available to ODBE on behalf of ODST from the ESFA. The ESFA are aware and have confirmed that they will take no further action in respect of the breach.

Haysmacintyre LLP

Reporting Accountant
Haysmacintyre LLP
10 Queen Street Place
London
EC4R 1AG

Date: 13 December 2022

Oxford Diocesan Schools Trust

Statement of Financial Activities For the year ended 31 August 2022 (including Income and Expenditure Account)

		Unrestricted Funds	Restricted General Funds	Restricted Fixed Asset Funds	Total 2022	Total 2021
	Note	£	£	£	£	£
Income and endowments from:						
Donations and capital grants	2	288,290	268,511	3,112,563	3,669,364	3,350,076
Transfer from local authority on conversion		7,587	-	-	7,587	-
Charitable activities:						
Funding for the academy trust's educational operations	3	1,245,619	43,926,424	-	45,172,043	39,485,724
Other trading activities	4	1,710,632	-	-	1,710,632	1,103,420
Investments	5	1,075	-	-	1,075	838
Total		3,253,203	44,194,935	3,112,563	50,560,701	43,940,058
Expenditure on:						
Transfer from existing academy trust	27	(591,998)	3,884,000	(2,161,591)	1,130,411	703,534
Raising Funds	6	583,511	-	-	583,511	506,873
Charitable activities:						
Grants	7	-	-	2,255,855	2,255,855	1,485,215
Academy trust educational operations	8	436,288	50,809,910	606,997	51,853,195	43,570,415
Total		427,801	54,693,910	701,261	55,822,972	46,266,037
Net Income / (expenditure)		2,825,402	(10,498,975)	2,411,302	(5,262,271)	(2,325,979)
Transfers between funds	16	(1,748,455)	1,748,455	-	-	-
Other recognised gains / (losses)						
Actuarial gains / (losses) on defined benefit pension schemes	25	-	29,953,000	-	29,953,000	(5,077,000)
Net movement in funds		1,076,947	21,202,480	2,411,302	24,690,729	(7,402,979)
Reconciliation of funds						
Total funds brought forward		3,689,693	(27,886,752)	20,446,374	(3,750,685)	3,652,294
Total funds carried forward at 31 August 2022	16	4,766,640	(6,684,272)	22,857,676	20,940,044	(3,750,685)

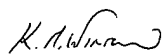
The notes on pages 31 to 50 form part of these accounts.

Oxford Diocesan Schools Trust

Balance Sheet As at 31 August 2022

	Notes	2022 £	2022 £	2021 £	2021 £
Fixed assets					
Tangible assets	13		21,933,168		19,724,706
Current assets					
Debtors	14	3,977,971		1,006,713	
Cash at bank and in hand		<u>8,647,219</u>		<u>8,509,355</u>	
		12,625,190		9,516,068	
Liabilities					
Creditors: amounts falling due within one year	15	<u>(5,129,314)</u>		<u>(3,531,459)</u>	
Net current assets			7,495,876		5,984,609
Total assets less current liabilities			29,429,044		25,709,315
Net assets excluding pension scheme liability			<u>29,429,044</u>		<u>25,709,315</u>
Defined benefit pension scheme liability	25		<u>(8,489,000)</u>		<u>(29,460,000)</u>
Total net assets / (liabilities)			<u>20,940,044</u>		<u>(3,750,685)</u>
Funds of the academy trust:					
Restricted funds					
Fixed asset fund	16	22,857,676		20,446,374	
Restricted Income Fund	16	1,804,728		1,573,248	
Pension reserve	16	<u>(8,489,000)</u>		<u>(29,460,000)</u>	
Total restricted funds			16,173,404		(7,440,378)
Unrestricted income funds	16		<u>4,766,640</u>		<u>3,689,693</u>
Total funds / (deficit)			<u>20,940,044</u>		<u>(3,750,685)</u>

The financial statements on pages 28 to 50 were approved by the trustees, and authorised for issue on 12 December 2022 and are signed on their behalf by:



Mrs K M Winrow
Chair of the Board of Directors/Trustees

Company registration no: 08143249 (England & Wales)

Oxford Diocesan Schools Trust

Cash Flow Statement For the year ended 31 August 2022

	Notes	2022 £	2021 £
Cash flows from operating activities			
Net cash used in operating activities	20	(2,049,489)	(555,189)
Cash flows from Investing activities	21	2,187,353	2,209,510
Change in cash and cash equivalents in the reporting period		<u>137,864</u>	<u>1,654,321</u>
Cash and cash equivalents at 1 September 2021		8,509,355	6,855,034
Cash and cash equivalents at 31 August 2022	22	<u>8,647,219</u>	<u>8,509,355</u>

1 Statement of Accounting Policies

A summary of the principal accounting policies adopted (which have been applied consistently, except where noted), judgements and key sources of estimation uncertainty, is set out below.

(a) Basis of Preparation

The financial statements of the academy trust, which is a public benefit entity under FRS 102, have been prepared under the historical cost convention in accordance with the Financial Reporting Standard Applicable in the UK and Republic of Ireland (FRS102), the Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (Charities SORP (FRS102)), the Academies Accounts Direction 2021 to 2022 issued by ESFA, the Charities Act 2011 and the Companies Act 2006.

(b) Going Concern

The trustees 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 academy trust to continue as a going concern. The trustees make this assessment in respect of a period of at least one year from the date of authorisation for issue of the financial statements and have concluded that the academy trust has adequate resources to continue in operational existence for the foreseeable future and there are no material uncertainties about the academy trust's ability to continue as a going concern, thus they continue to adopt the going concern basis of accounting in preparing the financial statements.

(c) Income

All income is recognised when the academy trust has entitlement to the funds, the receipt is probable and the amount can be measured reliably.

Grants

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 meeting any performance-related conditions, there is not unconditional entitlement to the income and its recognition is deferred and included in creditors as deferred income until the performance-related conditions are met. Where entitlement occurs before income is received, the income is accrued.

General Annual Grant is recognised in full in the Statement of Financial Activities in the year for which it is receivable and any abatement in respect of the period is deducted from income and recognised as a liability.

Capital grants are recognised in full when there is an unconditional entitlement to the grant. Unspent amounts of capital grants are reflected in the balance sheet in the restricted fixed asset fund. Capital grants are recognised when there is entitlement and are not deferred over the life of the asset on which they are expended.

Donations

Donations are recognised on a receivable basis (where there are no performance-related conditions) where the receipt is probable and the amount can be reliably measured.

Other Income

Other income, including the hire of facilities, is recognised in the period it is receivable and to the extent academy trust is provided the goods or services.

Donated goods, facilities and services

Goods donated for resale are included at fair value, being the expected proceeds from sale less the expected costs of sale. If it is practical to assess the fair value at receipt, it is recognised in stock and 'Income from other trading activities'. Upon sale, the value of the stock is charged against 'Income from other trading activities' and the proceeds are recognised as 'Income from other trading activities'. Where it is impractical to fair value the items due to the volume of low value items they are not recognised in the financial statements until they are sold. This income is recognised within 'Income from other trading activities'.

Transfer on conversion

Where assets are received by the trust on conversion to an academy, the transferred assets are measured at fair value and recognised in the balance sheet at the point when the risks and rewards of ownership pass to the trust. An equal amount of income is recognised as transfer on conversion within donations and capital grant income to the net assets received.

Transfer of existing academies into the trust

Where assets and liabilities are received on the transfer of an existing academy into the academy trust, the transferred net assets are measured at fair value and recognised in the balance sheet at the point when the risks and rewards of ownership pass to the academy trust. An equal amount of income is recognised for the transfer of an existing academy into the academy trust within donations and capital grant income to the net assets acquired.

(d) Expenditure

Expenditure is recognised once there is a legal or constructive obligation to transfer economic benefit to a third party, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is classified by activity. The costs of each activity are made up of the total of direct costs and shared costs, including support costs involved in undertaking each activity. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs which contribute to more than one activity and support costs which are not attributable to a single activity are apportioned between those activities on a basis consistent with the use of resources. Central staff costs are allocated on the basis of time spent, and depreciation charges allocated on the portion of the asset's use.

1 Statement of Accounting Policies (continued)

Expenditure on Raising Funds

This includes all expenditure incurred by the academy trust to raise funds for its charitable purposes and includes costs of all fundraising activities events and non-charitable trading.

Charitable Activities

These are costs incurred on the academy trust's educational operations, including support costs and costs relating to the governance of the academy trust apportioned to charitable activities. Governance costs are those attributable to the academy trust's compliance with constitutional and statutory requirements, including audit, strategic management and trustees' meetings and reimbursed expenses.

All resources expenses are inclusive of irrecoverable VAT.

(e) Tangible Fixed Assets

Assets costing £1,000 or more are capitalised as tangible fixed assets and are carried at cost, net of depreciation and any provision for impairment.

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. Where there are specific conditions attached to the funding requiring the continued use of the asset, the related grants are credited to a restricted fixed asset fund in the Statement of Financial Activities and carried forward in the Balance Sheet. Depreciation on the relevant assets is charged directly to the restricted fixed asset fund in the Statement of Financial Activities. Where tangible fixed assets have been acquired with unrestricted funds, depreciation on such assets is charged to the unrestricted fund.

The academy trust occupies land and buildings which are provided to it and owned by various land trustees ('the Site Trustees'). The academy trust occupies this land and buildings under the terms of Supplemental Agreements between the Oxford Diocesan Board of Education, the Site Trustees and the academy trust, which provide the academy trust 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 academy trust 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 academy trust 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 academy trust will not be recognised on the balance sheet of the academy trust.

As it is the academy trust's policy that land and buildings occupied under Supplemental Agreements do not constitute fixed assets, capital expenditure incurred by the academy trust on new buildings, improvements and significant additions are not capitalised. Any such expenditure is recognised charitable expenditure as grants. Where this expenditure has been funded by specific grants, it is charged directly to the restricted fixed asset funds in the Statement of Financial Activities.

The academy trust also occupies land being school playing fields, under 125 year leases with Oxfordshire County Council and Royal Borough of Windsor and Maidenhead. As these are considered to have negligible value, no value is assigned to school playing fields where assigned to the academy trust.

Depreciation is provided on all tangible fixed assets other than freehold land, at rates calculated to write off the cost of each asset on a straight-line basis over its expected useful life, as follows:

Fixtures and fittings	5 years
Office equipment	5 years
IT infra-structure and systems	5 years
Computer equipment	3 years
Long leasehold buildings	50 years
Long leasehold improvements	20 years
Long leasehold land	over the course of the lease term

A review for impairment of a fixed asset 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. Impairment losses are recognised in the Statement of Financial Activities.

(f) Liabilities

Liabilities are recognised when there is an obligation at the balance sheet date as a result of a past event, it is probable that a transfer of economic benefit will be required in settlement, and the amount of the settlement can be estimated reliably. Liabilities are recognised at the amount that the academy trust anticipates it will pay to settle the debt or the amount it has received as advanced payments for the goods or services it must provide.

1 Statement of Accounting Policies (continued)

(g) Provisions

Provisions are recognised when the academy trust has an obligation at the reporting date as a result of a past event which it is probable will result in the transfer of economic benefits and the obligation can be estimated reliably.

Provisions are measured at the best estimate of the amounts required to settle the obligation. Where the effect of the time value of money is material, the provision is based on the present value of those amounts, discounted at the pre-tax discount rate that reflects the risks specific to the liability. The unwinding of the discount is recognised within interest payable and similar charges.

(h) Leased Assets

Rentals under operating leases are charged on a straight line basis over the lease term.

(i) Financial Instruments

The academy trust only holds basic financial instruments as defined in FRS 102. The financial assets and financial liabilities of the academy trust and their measurement basis are as follows:

Financial assets – trade and other debtors are basic financial instruments and are debt instruments measured at amortised cost as detailed in note 14. Prepayments are not financial instruments.

Cash at bank – is classified as a basic financial instrument and is measured at face value.

Financial liabilities – trade creditors, accruals and other creditors are financial instruments, and are measured at amortised cost as detailed in note 15. Taxation and social security are not included in the financial instruments disclosure definition. Deferred income is not deemed to be a financial liability, as the cash settlement has already taken place and there is an obligation to deliver services rather than cash or another financial instrument.

(j) Taxation

The academy trust 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 academy trust is potentially exempt from taxation in respect of income or capital gains received within categories covered by part 11, chapter 3 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.

(k) Pensions

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

The 'TPS' is an unfunded scheme and contributions are calculated so as to spread the cost of pensions over employees' working lives with the academy trust 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 quadrennial valuations using a prospective unit credit method. TPS is an unfunded multi-employer scheme with no underlying assets to assign between employers. Consequently, the TPS is treated as a defined contribution scheme for accounting purposes and the contributions recognised in the period to which they relate.

The LGPS are funded multi-employer schemes and the assets are held separately from those of the academy trust 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 credit 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 the net income/(expenditure) are the current service costs and the costs of scheme introductions, benefit changes, settlements and curtailments. They are included as part of staff costs as incurred. Net interest on the net defined benefit liability/asset is also recognised in the Statement of Financial Activities and comprises the interest cost on the defined benefit obligation and interest income on the scheme assets, calculated by multiplying the fair value of the scheme assets at the beginning of the period by the rate used to discount the benefit obligations. The difference between the interest income on the scheme assets and the actual return on the scheme assets is recognised in other recognised gains and losses.

Actuarial gains and losses are recognised immediately in other recognised gains and losses.

(l) Fund Accounting

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

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 with restrictions imposed by the funder/donor and include grants from the Department for Education Group.

(m) Critical accounting estimates and areas of judgement

Estimates and judgements are continually evaluated and are based on historical experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances.

Oxford Diocesan Schools Trust

Notes to the Financial Statements (continued) For the year ended 31 August 2022

1 Statement of Accounting Policies (continued)

Critical accounting estimates and assumptions

The academy trust makes estimates and assumptions concerning the future. The resulting accounting estimates and assumptions will, by definition, seldom equal the related actual results. The estimates and assumptions that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next financial year are discussed below.

Critical areas of judgement

Local government pension scheme actuarial assumptions

The present value of the Local Government Pension Scheme defined benefit liability depends on a number of factors that are determined on an actuarial basis using a variety of assumptions. The assumptions used in determining the net cost (income) for pensions include the discount rate. Any changes in these assumptions, which are disclosed in note 25, will impact the carrying amount of the pensions liability. Furthermore a roll forward approach which projects results from the latest full actuarial valuation performed at 31 March 2019 has been used by the actuary in valuing the pensions liability at 31 August 2022. Any differences between the figures derived from the roll forward approach and a full actuarial valuation would impact on the carrying amount of the pension liability.

Estimation of fair values of assets transferred to the academy trust on conversion from local authorities

As detailed in Note 1(c), the academy trust is required to measure assets and liabilities received by the academy trust on conversion at fair value as income and as assets and liabilities in the balance sheet at the point when the risks and rewards of ownership pass to the trust. These assets include 125 year leases with the local authorities for school playing fields and for land and buildings occupied by schools. The government has a regular programme of valuations undertaken on the assets occupied by academy trusts undertaken by a firm of chartered surveyors for the purposes of its own accounts. When these values are made available the academy trust these are utilised as they are considered a reliable estimate of fair value for financial reporting purposes. Where the results of these valuations are not available management estimates fair value based on the values attributed to similar assets adjusted for known local factors and the geographical size of the site upon which the school is situated. The trustees have reviewed the methodology applied in such circumstances and confirm their agreement that this is a reasonable approximation of fair value.

Estimation of fair values of assets transferred to the academy trust on conversion from the Berkshire School Trust

On 1 January 2022 all of the existing academies of Berkshire Schools Trust ("BST") were transferred to the academy trust. 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 a corresponding net amount recognised as the net expenditure in the Statement of Financial Activities as "Transfer from existing academy trust". Included within the assets transferred to the academy trust are leasehold land and buildings with a carrying value of £2,037,405. These values are consistent with a valuation undertaken by a firm of chartered surveyors for the ESFA in respect of the Whole of Government Accounts carried out as at 31 August 2016. As management consider such valuations to be a reliable estimate of fair value for financial reporting purposes no adjustment has been made to the carrying value of leasehold land and buildings recognised on transfer to the academy trust. Any adjustments that had been made would increase/decrease the carrying value of tangible fixed assets and reduce/increase the net loss on transfer from existing academy trust reported in the current year.

2 Donations and capital grants

	Unrestricted Funds £	Restricted General Funds £	Restricted Fixed Asset Funds £	Total 2022 £	Total 2021 £
Donations	288,290	268,511	225,284	782,085	555,600
Capital Grants	-	-	2,887,279	2,887,279	2,794,476
	<u>288,290</u>	<u>268,511</u>	<u>3,112,563</u>	<u>3,669,364</u>	<u>3,195,010</u>
2020/21 total	<u>491,148</u>	<u>-</u>	<u>2,703,862</u>	<u>3,195,010</u>	

Oxford Diocesan Schools Trust

Notes to the Financial Statements (continued) For the year ended 31 August 2022

3 Funding for the Academy Trust's educational operations

	Unrestricted Funds £	Restricted General Funds £	Restricted Fixed Asset Funds £	Total 2022 £	Total 2021 £
DfE / ESFA grants					
General Annual Grant (GAG)	-	36,506,978	-	36,506,978	31,917,135
Other DfE / ESFA grants					
UIFSM	-	1,039,749	-	1,039,749	1,005,659
Pupil premium	-	1,907,088	-	1,907,088	1,588,750
Start Up/School improvement grants	-	70,405	-	70,405	381,390
Others	-	810,584	-	810,584	627,113
	-	40,334,804	-	40,334,804	35,520,047
Other Government grants					
Local authority grants	-	2,990,634	-	2,990,634	2,099,161
	-	2,990,634	-	2,990,634	2,099,161
Catering income	592,380	-	-	592,380	370,615
Other income from educational operations	653,239	-	-	653,239	308,529
	1,245,619	-	-	1,245,619	679,144
Exceptional government funding					
Coronavirus Job Retention Scheme grant	-	407	-	407	77,049
Coronavirus exceptional support	-	23,604	-	23,604	83,688
Covid recovery premium / catch up funding	-	195,123	-	195,123	588,177
Covid FSM Additional costs	-	-	-	-	160,820
FSM supplementary grant	-	-	-	-	96,525
DfE IT grants	-	50,752	-	50,752	74,060
National Tutoring Grants	-	253,037	-	253,037	-
Other	-	78,063	-	78,063	107,053
	-	600,986	-	600,986	1,187,372
	1,245,619	43,926,424	-	45,172,043	39,485,724
2021/22 total	1,866,516	37,619,208	-	39,485,724	

The academy trust has been eligible to claim additional funding in year from government support schemes in response to the coronavirus outbreak. The funding received is shown above under "exceptional government funding".

The funding received for coronavirus exceptional support of £23,604 (2021: £83,688) covers free school meals, cleaning and premises costs. In addition the academy trust received additional funding to support the supply of free school meals totalling £nil (2021: £257,345). The academy trust also received £195,123 (2021: £588,177) recovery premium (previously called catch up funding) to support children to catch up on missed learning caused by the impact of coronavirus. Further amounts totalling £50,752 (2021: £74,060) were received in the form of IT grants from the DfE to support digital education. The amounts spent in respect of these grants are included in notes 6 and 8 below as appropriate.

The academy furloughed some of its extended services staff under the government's CJRS. The funding received of 2022: £407 (2021: £77,049) relates to staff costs in respect of 2 staff (2021: 15) which are included within note 9 below as appropriate.

4 Other trading activities

	Unrestricted Funds £	Restricted General Funds £	Restricted Fixed Asset Funds £	Total 2022 £	Total 2021 £
Hire of facilities	106,249	-	-	106,249	48,306
Extended services	1,083,976	-	-	1,083,976	578,116
Adult catering	8,570	-	-	8,570	7,852
Other income	511,837	-	-	511,837	469,146
	1,710,632	-	-	1,710,632	1,103,420
2020/21 total	1,103,420	-	-	1,103,420	

5 Investment income

	Unrestricted Funds £	Restricted General Funds £	Restricted Fixed Asset Funds £	Total 2022 £	Total 2021 £
Short term deposits	1,075	-	-	1,075	838
	1,075	-	-	1,075	838
2020/21 total	838	-	-	838	

Oxford Diocesan Schools Trust

Notes to the Financial Statements (continued) For the year ended 31 August 2022

6 Expenditure

	Staff Costs £	Non Pay Premises £	Expenditure Other £	Total 2022 £
Current year				
Expenditure on raising funds	536,650	-	46,861	583,511
Grants	-	2,255,855	-	2,255,855
Academy's educational operations				
Direct costs	30,645,456	-	2,233,104	32,878,560
Allocated support costs	10,177,086	3,304,998	5,492,551	18,974,635
	<u>41,359,192</u>	<u>5,560,853</u>	<u>7,772,516</u>	<u>54,692,561</u>

	Staff Costs £	Non Pay Premises £	Expenditure Other £	Total 2021 £
Previous year				
Expenditure on raising funds	468,152	-	38,721	506,873
Grants	-	1,485,215	-	1,485,215
Academy's educational operations				
Direct costs	27,143,219	-	1,897,219	29,040,438
Allocated support costs	7,710,853	2,815,044	4,004,080	14,529,977
	<u>35,322,224</u>	<u>4,300,259</u>	<u>5,940,020</u>	<u>45,562,503</u>

Net income/(expenditure) for the period includes:	2022 £	2021 £
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Operating lease rentals	11,731	23,060
Depreciation	604,587	539,173
Fees payable to auditor for:		
Audit	37,000	36,825
Other services	<u>8,050</u>	<u>8,025</u>

Included within expenditure are the following transactions.

Total £	Individual Items above £5,000 Amount £	Reason
Gifts made by the academy trust	-	n/a

7 Analysis of grants

	Unrestricted Funds £	Restricted General Funds £	Restricted Fixed Asset Funds £	Total 2022 £	Total 2021 £
Improvements to property owned by church land trustees occupied by the academy trust	-	-	2,255,855	2,255,855	1,485,215
	<u>-</u>	<u>-</u>	<u>2,255,855</u>	<u>2,255,855</u>	<u>1,485,215</u>
2020/21 total	<u>-</u>	<u>-</u>	<u>1,485,215</u>	<u>1,485,215</u>	

8 Charitable Activities

	Total 2022 £	Total 2021 £
Direct costs - educational operations	32,878,560	29,040,438
Support costs - educational operations	18,974,635	14,529,977
	<u>51,853,195</u>	<u>43,570,415</u>
Analysis of support costs		
	Educational operations £	Total 2021 £
Support staff costs	10,177,086	7,710,853
Depreciation	604,587	539,174
Technology costs	588,196	511,166
Premises costs	2,955,888	2,498,637
Legal costs - conversion	19,265	19,613
Legal costs - others	8,400	19,298
Other support costs	4,540,911	3,101,520
Governance costs	80,302	129,716
	<u>18,974,635</u>	<u>14,529,977</u>

Oxford Diocesan Schools Trust

Notes to the Financial Statements (continued) For the year ended 31 August 2022

9 Staff

a. Staff costs

Staff costs during the period were:

	2022	2021
	£	£
Wages and salaries	27,297,974	24,539,317
Social security costs	2,375,139	2,071,357
Operating costs of defined benefit pension schemes	10,549,487	8,134,560
Apprenticeship Levy	121,809	109,676
	<u>40,344,409</u>	<u>34,854,910</u>
Supply staff costs	834,337	446,569
Staff restructuring costs	180,446	20,745
	<u>41,359,192</u>	<u>35,322,224</u>
Staff restructuring costs comprise:		
Redundancy and other termination payments	162,795	17,455
Severance payments	17,650	3,290
	<u>180,445</u>	<u>20,745</u>

b. Non statutory/non contractual staff severance payments

Included in staff restructuring costs are non-statutory/non-contractual severance payments totalling £17,650 (2021: £3,290). Individually, the payments were £859, £5,478 and £11,313.

c. Staff numbers

The average number of persons employed by the academy trust during the year was as follows:

	2022	2021
	No.	No.
Teachers	503	391
Management, Administration & Support staff	882	907
	<u>1,385</u>	<u>1,298</u>

d. Higher paid staff

The number of employees (including headteachers and senior staff) whose employee benefits (excluding employer pension costs) exceeded £60,000 was:

	2022	2021
	No.	No.
£60,001 - £70,000	18	18
£70,001 - £80,000	6	3
£80,001 - £90,000	2	3
£100,001 - £110,000	-	1
£110,001 - £120,000	1	-

e. Key management personnel

The key management personnel of the academy trust includes the trustees and the four individuals (2021: four) that comprise the senior management team as listed on page 1. The total amount of employee benefits (including employer pension contributions and employer national insurance contributions) received by key management personnel for their services to the academy trust was £422,276 (2021: £383,602).

Oxford Diocesan Schools Trust

Notes to the Financial Statements (continued) For the year ended 31 August 2022

10 Central Services

The academy trust 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 trust charges for these services on the following basis:

5% of the Academy's GAG for the period to 31 August 2022

The actual amounts charged during the year were as follows:

	2022	2021
	£	£
John Henry Newman CE England Academy, Littlemore	72,910	62,310
Grove CE Primary School	42,320	32,351
The Hendreds CE Primary School	31,594	29,051
St Christopher's C of E Primary School, Cowley	83,719	79,620
Wheatley C of E Primary School	53,873	48,675
St Peter's C of E Middle School, Old Windsor	67,521	59,223
Burchetts Green C of E Infants School	20,389	19,996
St Luke's C of E Primary School, Maidenhead	68,941	63,802
The Blake C of E Primary School, Witney	76,703	70,875
St Christopher's C of E Primary School, Langford	28,624	28,955
St Peter's C of E Primary School, Alvescot	23,379	19,882
North Leigh C of E Primary School	39,233	36,608
Bampton C of E Primary School	38,805	33,244
The Batt C of E Primary School, Witney	66,253	60,570
Burford Primary School	26,738	24,206
Brize Norton Primary School	29,779	25,690
Holyport C of E Primary School	52,729	49,461
St Mary's C of E Infants School, Witney	21,481	20,457
Deddington C of E Primary School	42,009	38,432
Dr South's C of E Primary School, Islip	22,736	21,851
Datchet St Mary's C of E Primary Academy	51,142	47,956
Kidmore End C of E Primary School	38,456	37,707
Leafield C of E Primary School	24,828	23,088
South Moreton Primary School	29,239	30,266
Dr Radcliffe's C of E Primary School, Steeple Aston	39,710	36,090
Tackley C of E Primary School	20,930	18,996
Wroxton C of E Primary School	22,023	21,188
North Hinksey C of E Primary School	43,681	38,604
St Mary's C of E Primary School, Banbury	46,355	42,194
Northbourne C of E Primary School	64,163	60,076
St Nicholas C of E Primary School, Wallingford	37,348	34,228
Fir Tree Junior School, Wallingford	45,235	41,953
Wootton-by-Woodstock C of E Primary School	13,733	13,997
Benson CE Primary School	48,279	42,184
Blewbury CE Primary School	28,936	29,996
Christopher Rawlins CE Primary School	50,160	42,750
Tyndale Community School	77,235	74,252
St Frideswide CE Primary School	65,120	52,911
St John's C of E Primary, Reading	55,381	-
New Town Primary School, Reading	41,975	-
New Christ Church C of E Primary School, Reading	28,661	-
	1,782,327	1,513,695

11 Related Party Transactions - Trustees' Remuneration & Expenses

One or more trustees has been paid remuneration or has received other benefits from an employment with the academy trust. The CEO only receives remuneration in respect of services they provide undertaking the roles of principal under their contract of employment, and not in respect of their role as trustee. Other trustees did not receive any payments, other than expenses, from the academy trust in respect of their role as trustees. The value of trustees' remuneration and other benefits was as follows:

Mrs J A Dellar (CEO and trustee)	Remuneration: 2022: £110,000 - £115,000 (2021: £100,000 - £105,000)
	Employer's pension contributions: 2022: £20,000 - £25,000 (2021: £20,000 - £25,000)

During the period ended 31 August 2022, £1,761 were reimbursed or paid directly to 5 trustees for travel expenses. In the previous year, no expenses were reimbursed or paid directly to trustees.

12 Trustees' and Officers' Insurance

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

Oxford Diocesan Schools Trust

Notes to the Financial Statements (continued)
For the year ended 31 August 2022

13 Tangible Fixed Assets

	Long Leasehold Land £	Long Leasehold Buildings £	Plant and Machinery £	Computer Equipment £	IT Infra- structure and systems £	Total £
Cost						
At 1 September 2021	9,989,922	10,183,341	956,901	1,135,080	32,001	22,297,245
Transfer from existing academy trust	824,434	1,213,031	21,202	52,264	3,401	2,114,332
Additions	-	355,818	76,104	200,593	68,486	701,001
Disposals	-	-	(2,347)	-	-	(2,347)
At 31 August 2022	<u>10,814,356</u>	<u>11,752,190</u>	<u>1,051,860</u>	<u>1,387,937</u>	<u>103,888</u>	<u>25,110,231</u>
Depreciation						
At 1 September 2021	282,231	657,019	773,801	831,958	27,530	2,572,539
Charged in year	84,518	264,592	83,864	160,707	10,906	604,587
Disposals	-	-	(63)	-	-	(63)
At 31 August 2022	<u>366,749</u>	<u>921,611</u>	<u>857,602</u>	<u>992,665</u>	<u>38,436</u>	<u>3,177,063</u>
Net book values						
At 31 August 2022	<u>10,447,607</u>	<u>10,830,579</u>	<u>194,258</u>	<u>395,272</u>	<u>65,452</u>	<u>21,933,168</u>
At 31 August 2021	<u>9,707,691</u>	<u>9,526,322</u>	<u>183,100</u>	<u>303,122</u>	<u>4,471</u>	<u>19,724,706</u>

The academy trust occupies land and buildings at a number of sites which are provided to it and owned by various land Trustees ('the Site Trustees'). The academy trust occupies this land and buildings under the terms of Supplemental Agreements between the Oxford Diocesan Board of Education, the Site Trustees and the academy trust, which provide the academy trust 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 academy trust 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 academy trust 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 Trustees have concluded that the value of the land and buildings occupied by the academy trust will not be recognised on the balance sheet of the academy trust.

14 Debtors

	2022 £	2021 £
Trade debtors	53,368	67,748
VAT recoverable	847,768	223,526
Other debtors	14,837	551
Prepayments and accrued income	3,061,998	714,888
	<u>3,977,971</u>	<u>1,006,713</u>

15 Creditors: Amounts falling due within one year

	2022 £	2021 £
Trade creditors	1,211,407	936,297
Other taxation and social security	582,309	505,072
Other creditors	722,922	612,289
Accruals and deferred income	2,612,676	1,477,801
	<u>5,129,314</u>	<u>3,531,459</u>

Deferred income

	2022 £	2021 £
Deferred income at 1 September	1,054,866	914,419
Released from previous years	(1,054,866)	(914,419)
Resources deferred in the year	1,308,480	1,054,866
Deferred income at 31 August	<u>1,308,480</u>	<u>1,054,866</u>

The majority of the balance of the deferred income at 31 August 2022 relates to funds received in 2021 for Universal Infant Free School Meals and Special Education Needs Top Up grants which will be utilised in the year ended 31 August 2023.

Oxford Diocesan Schools Trust

Notes to the Financial Statements (continued) For the year ended 31 August 2022

16 Funds

	Balance at 1 September 2021	Income	Expenditure	Gains, Losses & Transfers	Balance at 31 August 2022
	£	£	£	£	£
Restricted general funds					
General Annual Grant (GAG)	864,114	36,506,978	(37,440,222)	983,820	914,690
Pupil premium	256,382	1,907,088	(2,023,316)	131,803	271,957
UIFSM	-	1,039,749	(985,023)	(54,726)	-
Start Up Grants/School Improvement Grants	46,641	70,405	(49,042)	-	68,004
Other DfE / ESFA grants	322,794	810,584	(911,952)	77,624	299,050
Coronavirus government support funding	81,517	600,986	(624,809)	40,513	98,207
Local Authority grants	1,800	2,990,634	(3,480,645)	500,222	12,011
Other restricted funds	-	268,511	(196,901)	69,199	140,809
Pension reserve	(29,460,000)	-	(8,982,000)	29,953,000	(8,489,000)
	<u>(27,886,752)</u>	<u>44,194,935</u>	<u>(54,693,910)</u>	<u>31,701,455</u>	<u>(6,684,272)</u>
Restricted fixed asset funds					
Transfer on conversion and from existing trusts	18,366,651	-	1,792,343	-	20,158,994
DfE Group capital grants transferred on conversion	-	-	47,259	-	47,259
DfE Group capital grants	721,668	2,887,279	-	(2,956,982)	651,965
Wroxton capital donation	-	225,284	-	-	225,284
Capital expenditure treated as grants to Site Trustees	-	-	(2,255,855)	2,255,855	-
Fixed assets purchased with capital grants	1,358,055	-	(285,008)	701,127	1,774,174
	<u>20,446,374</u>	<u>3,112,563</u>	<u>(701,261)</u>	<u>-</u>	<u>22,857,676</u>
Total restricted funds	<u>(7,440,378)</u>	<u>47,307,498</u>	<u>(55,395,171)</u>	<u>31,701,455</u>	<u>16,173,404</u>
Unrestricted funds					
Unrestricted funds	3,689,693	3,253,203	(427,801)	(1,748,455)	4,766,640
Total unrestricted funds	<u>3,689,693</u>	<u>3,253,203</u>	<u>(427,801)</u>	<u>(1,748,455)</u>	<u>4,766,640</u>
Total funds	<u>(3,750,685)</u>	<u>50,560,701</u>	<u>(55,822,972)</u>	<u>29,953,000</u>	<u>20,940,044</u>

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

General annual grant

This is used for educational purposes in line with the academy trust's objectives and its funding agreements. Under the funding agreement with the Secretary of State, the academy trust was not subject to a limit on the amount of GAG that it could carry forward at 31 August 2022.

Pupil premium

Pupil premium is funding to improve education outcomes for disadvantaged pupils.

UIFSM

Universal infant free school meals (UIFSM) provides funding for all government funded schools to offer free school meals to pupils in reception, year 1, and year 2.

Start Up Grants/School Improvement Grants

Start-up Grants is funding provided to cover the costs of establishing additional schools that join the academy trust. School Improvement Grants fund the ongoing development of the academy trust.

Other DfE/ESFA grants

This represents revenue grants and other income which are used to provide additional support in specific areas in the school as set out by the terms of the respective grants and funders.

Coronavirus government support funding

This represents the additional funding received in the year from government support schemes in response to the coronavirus outbreak.

Local Authority grants

These 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 restricted funds

This represents other restricted funds received by schools across the trust for which specific purposes have been expressed by the donors or funders.

Pension reserve

This represents the negative reserve in respect of the liability on the LGPS defined benefit pension scheme.

Fixed asset fund

The fund includes the value of the tangible fixed assets of the academy on conversion, and monies transferred from the GAG or other restricted funds specifically for expenditure on tangible fixed assets, and the annual charges for depreciation of these assets.

Wroxton capital donation

This relates to monies donated to the academy trust for the building of a music block at Wroxton CE Primary School.

Transfers between funds

Transfers from either restricted general funds or unrestricted funds to the restricted fixed asset funds are made where revenue reserves are required to finance the purchase of tangible fixed assets. Transfers from restricted fixed assets fund to either restricted general funds or unrestricted funds are made where capital income has been spent on repairs and maintenance of existing fixed assets. Other transfers between funds represent the amounts contributed to the expenditure incurred by schools for specific purposes.

Oxford Diocesan Schools Trust

Notes to the Financial Statements (continued) For the year ended 31 August 2022

16 Funds (continued)

Comparative information in respect of the preceding period is as follows:

	Balance at 1 September 2020 £	Income £	Expenditure £	Gains, Losses & Transfers £	Balance at 31 August 2021 £
Restricted general funds					
General Annual Grant (GAG)	124,762	31,917,135	(32,304,335)	1,126,552	864,114
Pupil premium	-	1,588,750	(1,647,929)	315,561	256,382
UIFSM	-	1,005,659	(819,555)	(186,104)	-
Other DfE Group grants	1,057,008	627,113	(946,713)	(414,614)	322,794
Start Up Grant/School Improvement Grant	193,478	381,390	(431,488)	(96,739)	46,641
Coronavirus government support funding	-	1,187,372	(1,105,855)	-	81,517
Local Authority grants	106,426	2,099,161	(2,652,366)	448,579	1,800
Pension reserve	(20,550,000)	-	(3,833,000)	(5,077,000)	(29,460,000)
	<u>(19,068,326)</u>	<u>38,806,580</u>	<u>(43,741,241)</u>	<u>(3,883,765)</u>	<u>(27,886,752)</u>
Restricted fixed asset funds					
Transfer on conversion and from existing trusts	18,696,661	-	(330,010)	-	18,366,651
DfE Group capital grants transferred on conversion	-	-	-	-	-
DfE Group capital grants	967	2,794,476	-	(2,073,775)	721,668
Other capital grants	-	-	-	-	-
Capital expenditure treated as grants to Site Trustees	-	-	(1,485,215)	1,485,215	-
Fixed assets purchased with capital grants	974,948	-	(202,698)	585,805	1,358,055
	<u>19,672,576</u>	<u>2,794,476</u>	<u>(2,017,923)</u>	<u>(2,755)</u>	<u>20,446,374</u>
Total restricted funds	<u>604,250</u>	<u>41,601,056</u>	<u>(45,759,164)</u>	<u>(3,886,520)</u>	<u>(7,440,378)</u>
Unrestricted funds					
Unrestricted funds	3,048,044	2,339,002	(506,873)	(1,190,480)	3,689,693
Total unrestricted funds	<u>3,048,044</u>	<u>2,339,002</u>	<u>(506,873)</u>	<u>(1,190,480)</u>	<u>3,689,693</u>
Total funds	<u>3,652,294</u>	<u>43,940,058</u>	<u>(46,266,037)</u>	<u>(5,077,000)</u>	<u>(3,750,685)</u>

Oxford Diocesan Schools Trust

Notes to the Financial Statements (continued) For the year ended 31 August 2022

16 Funds (continued)

Analysis of academies by fund balance

Fund balances at 31 August 2022 were allocated as follows:

	Total 2022 £	Total 2021 £
John Henry Newman CE England Academy, Littlemore	169,825	125,931
Grove CE Primary School	53,726	31,879
The Hendreds CE Primary School	275,638	302,494
St Christopher's C of E Primary School, Cowley	466,112	378,735
Wheatley C of E Primary School	158,682	74,258
St Peter's C of E Middle School, Old Windsor	178,489	110,851
Burchetts Green C of E Infants School	142,468	137,730
St Luke's C of E Primary School, Maidenhead	277,232	223,359
The Blake C of E Primary School, Witney	126,076	85,096
St Christopher's C of E Primary School, Langford	104,985	114,646
St Peter's C of E Primary School, Alvescot	50,358	50,818
North Leigh C of E Primary School	103,344	138,860
Bampton C of E Primary School	63,345	31,618
The Batt C of E Primary School, Witney	98,577	113,381
Burford Primary School	112,105	88,706
Brize Norton Primary School	10,067	28,971
Holyport C of E Primary School	341,410	320,177
St Mary's C of E Infants School, Witney	38,946	54,628
Deddington C of E Primary School	68,881	57,660
Dr South's C of E Primary School, Islip	53,406	45,593
Datchet St Mary's C of E Primary Academy	88,012	156,393
Kidmore End C of E Primary School	22,403	65,527
Leaffield C of E Primary School	163,198	175,623
South Moreton Primary School	166,199	187,758
Dr Raddcliffe's C of E Primary School, Steeple Aston	71,546	57,887
Tackley C of E Primary School	66,857	69,569
Wroxton C of E Primary School	(1,355)	19,451
North Hinksey C of E Primary School	81,090	75,580
St Marys C of E Primary School, Banbury	432,533	269,540
Northbourne C of E Primary School	243,130	211,216
St Nicholas C of E Primary School, Wallingford	101,269	95,797
Fir Tree Junior School, Wallingford	45,130	56,509
Wootton-by-Woodstock C of E Primary School	(10,979)	(13,259)
Benson C of E Primary School	201,350	127,738
Blewbury C of E Primary School	(43,538)	(13,873)
Christopher Rawlins C of E Primary	14,072	(9,537)
Tyndale Community School	217,564	120,121
St Frideswide C of E Primary School	170,337	104,930
New Christ Church C of E Primary School, Reading	87,491	-
New Town Primary School, Reading	103,054	-
St John's C of E Primary, Reading	310,231	-
Central services	1,148,102	990,580
Total before fixed assets and pension reserve	6,571,368	5,262,941
Restricted fixed asset fund	22,857,676	19,672,576
Pension reserve	(8,489,000)	(20,550,000)
Total	20,940,044	4,385,517

Wroxton CE Primary School has less fewer than 100 pupils. There is now a co-headship arrangement with another trust school; this is expected to improve the financial picture in this school.

Wootton by Woodstock C of E Primary School is a very small village school with fewer than 25 pupils and hence faces continual budget pressures. The trust has put shared leadership and governance arrangements in place with another trust school, and some shared teaching arrangements where this is judged to be in the best educational interests of pupils. These measures are having a positive budgetary impact, but the need to offer a high quality education and keep pupils safe must take priority.

Blewbury CE Primary School joined the trust in December 2019 as a sponsored school, formerly in Special Measures. Unfortunately, the Regional Schools Commissioner only allocated intermediate sponsorship funding for this school so it has not been possible to achieve a break-even position within the first two years. The pupil numbers are now beginning to improve, and a balanced budget should be achieved in the near future.

The academy trust's school improvement and central finance teams continue to work closely with the leadership teams in these schools, to ensure all measures are being taken to maintain the highest standards whilst working towards a balanced school budget.

Oxford Diocesan Schools Trust

Notes to the Financial Statements (continued) For the year ended 31 August 2022

16 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 2022	Total 2021
	£	£	£	£	£	£
John Henry Newman CE England Academy	1,341,678	215,475	39,011	331,265	1,927,429	1,820,247
Grove CE Primary School	689,467	96,692	37,292	194,780	1,018,231	875,798
The Hendreds CE Primary School	454,544	47,816	16,157	260,881	779,398	694,246
St Christopher's C of E Primary School, Cowley	1,622,343	181,149	17,876	325,738	2,147,106	2,080,448
Wheatley C of E Primary School	868,309	150,857	8,642	235,504	1,263,312	1,197,211
St Peter's C of E Middle School, Old Windsor	1,001,678	253,360	25,518	260,484	1,541,040	1,371,712
Burchetts Green C of E Infants School	314,655	57,119	8,585	93,408	473,767	463,832
St Luke's C of E Primary School, Maidenhead	1,187,225	208,053	38,352	380,463	1,814,093	1,614,450
The Blake C of E Primary School, Witney	1,413,491	200,020	17,019	276,350	1,906,880	1,835,806
St Christopher's C of E Primary School, Langford	460,376	128,665	13,679	135,178	737,898	673,893
St Peter's C of E Primary School, Alvescot	398,513	31,633	7,108	138,943	576,197	502,132
North Leigh C of E Primary School	683,141	93,458	15,199	206,060	997,858	890,861
Bampton C of E Primary School	677,923	100,950	12,951	161,592	953,416	895,140
The Batt C of E Primary School, Witney	1,145,460	105,016	41,958	240,028	1,532,462	1,496,199
Burford Primary School	472,474	117,704	56,264	125,407	771,849	667,217
Brize Norton Primary School	508,937	67,833	19,091	169,294	765,155	624,941
Holyport C of E Primary School	891,031	152,679	44,018	214,143	1,301,871	1,245,739
St Mary's C of E Infants School, Witney	330,153	51,932	3,096	134,917	520,098	498,961
Deddington C of E Primary School	717,464	72,860	16,979	213,783	1,021,086	954,612
Dr South's C of E Primary School, Islip	487,118	60,017	6,565	104,509	658,209	649,421
Datchet St Mary's C of E Primary Academy	909,491	144,723	19,600	212,866	1,286,680	1,172,598
Kidmore End C of E Primary School	643,729	113,856	15,601	198,992	972,178	934,473
Leafield C of E Primary School	392,256	51,218	47,134	114,388	604,996	550,260
South Moreton Primary School	467,550	96,300	26,392	132,657	722,899	663,116
Dr Radcliffe's C of E Primary School	770,475	120,462	25,593	196,992	1,113,522	1,061,105
Tackley C of E Primary School	371,434	45,155	15,066	160,349	592,004	545,143
Wroxton C of E Primary School	340,941	68,063	7,774	143,841	560,619	580,388
North Hinksey C of E Primary School	705,627	82,113	11,927	188,587	988,254	915,791
St Marys C of E Primary School, Banbury	771,615	52,138	18,372	206,614	1,048,739	1,003,970
Northbourne C of E Primary School	1,173,282	161,311	42,352	369,825	1,746,770	1,674,416
St Nicholas C of E Primary School, Wallingford	646,637	153,044	28,122	189,044	1,016,847	972,038
Fir Tree Junior School, Wallingford	751,192	203,008	13,632	159,819	1,127,651	1,073,415
Wootton-by-Woodstock C of E Primary School	227,533	31,314	6,113	69,543	334,503	366,828
Benson CE Primary School	840,824	117,806	15,570	266,675	1,240,875	1,108,233
Blewbury CE Primary School	444,643	116,965	9,289	122,789	693,686	768,454
Christopher Rawlins CE Primary	872,368	89,328	17,781	239,138	1,218,615	1,139,266
Tyndale Community School	1,232,991	235,170	24,601	400,447	1,893,209	1,764,568
St Frideswide C of E Primary School	1,146,040	284,641	30,262	414,837	1,875,780	1,411,667
St John's CE Primary, Reading	847,831	238,912	27,302	198,771	1,312,816	-
New Town Primary School, Reading	777,938	118,938	41,938	220,621	1,159,435	-
New Christ Church CE Primary School, Reading	450,111	114,623	37,772	110,568	713,074	-
Central services	17,522	6,235,360	-	646,320	6,899,202	4,779,520
Academy Trust	30,468,010	11,267,736	927,553	9,166,410	51,829,709	43,538,115

17 Analysis of Net Assets between Funds

Fund balances at 31 August 2022 are represented by:

	Unrestricted Funds £	Restricted General Funds £	Restricted Fixed Asset Funds £	Total Funds £
Tangible fixed assets	-	-	21,933,168	21,933,168
Current assets	4,766,640	6,934,042	924,508	12,625,190
Current liabilities	-	(5,129,314)	-	(5,129,314)
Pension scheme liability	-	(8,489,000)	-	(8,489,000)
Total net assets/(liabilities)	4,766,640	(6,684,272)	22,857,676	20,940,044

Comparative information in respect of the preceding period is as follows:

	Unrestricted Funds £	Restricted General Funds £	Restricted Fixed Asset Funds £	Total Funds £
Tangible fixed assets	-	-	19,724,706	19,724,706
Current assets	3,689,693	5,104,707	721,668	9,516,088
Current liabilities	-	(3,531,459)	-	(3,531,459)
Pension scheme liability	-	(29,460,000)	-	(29,460,000)
Total net assets/(liabilities)	3,689,693	(27,886,752)	20,446,374	(3,750,685)

Oxford Diocesan Schools Trust

Notes to the Financial Statements (continued) For the year ended 31 August 2022

18 Capital Commitments

	2022 £	2021 £
Contracted for, but not provided in the financial statements	229,480	-

19 Commitments under operating leases

Operating Leases

At 31 August 2022 the total of the academy trust's future minimum lease payments under non-cancellable operating leases was:

	2022 £	2021 £
Amounts due within one year	23,113	24,848
Amounts due between one and five years	19,303	20,891
	42,416	45,739

20 Reconciliation of Net Expenditure to Net Cash Flow from Operating Activities

	2022 £	2021 £
Net (expenditure)/income for the reporting period (as per the Statement of Financial Activities)	(5,262,271)	(2,325,979)
Adjusted for:		
Depreciation charges (note 13)	604,587	539,173
Transfer of fixed assets to expenditure	2,283	-
Capital grants from DfE and other capital income	(2,887,279)	(2,794,476)
Interest receivable (note 4)	(1,075)	(838)
Fixed assets transferred from Local Authority on conversion	-	-
Fixed assets transferred from existing academy trust	(2,114,332)	(6,466)
Defined benefit pension scheme cost less contributions paid (see note 25)	4,544,000	2,750,000
Defined benefit pension scheme finance costs (see note 25)	554,000	373,000
LGPS deficit transferred on conversions and from existing academy trusts	3,884,000	710,000
(increase)/decrease in debtors	(2,971,258)	234,063
(Decrease)/increase in creditors	1,597,856	(33,666)
Net Cash (used in)/ provided by Operating Activities	(2,049,489)	(555,189)

21 Cash flow from Investing Activities

	2022 £	2021 £
Dividends, interest and rents from investments	1,075	838
Purchase of tangible fixed assets	(701,001)	(585,804)
Capital grants from DfE/ESFA	2,887,279	2,794,476
Net cash provided by Investing Activities	2,187,353	2,209,510

22 Analysis of cash and cash equivalents

	At 31 August 2022 £	At 31 August 2021 £
Cash in hand and at bank	8,647,219	8,509,355
	8,647,219	8,509,355

23 Analysis of changes in net debt

	At 1 September 2021 £	Cash flows £	Other non- cash changes £	At 31 August 2022 £
Cash	8,509,355	137,864	-	8,647,219
Total	8,509,355	137,864	-	8,647,219

24 Members' Liability

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

25 Pension and Similar Obligations

The academy trust's employees belong to two principal pension schemes: the Teachers' Pension Scheme England and Wales (TPS) for academic and related staff; and the Local Government Pension Schemes (LGPS) for non-teaching staff, consisting of the Oxfordshire County Council Pension Fund which is managed by Oxfordshire County Council and the Royal County of Berkshire Pension Fund which is managed by the Royal Borough of Windsor and Maidenhead. Both are multi-employer defined benefit pension schemes.

The LGPS obligation relates to the employees of the academy trust, who were the employees transferred as part of the conversion from the maintained schools and new employees who were eligible to, and did, join the Scheme in the year/period. The obligation in respect of employees who transferred on conversion represents their cumulative service at both the predecessor schools and the academy trust at the balance sheet date.

The latest actuarial valuation of the TPS related to the period ended 31 March 2016 and of the LGPS to the period ended 31 March 2019.

Contributions amounting to £683,542 (2021: £611,389) were payable to the schemes at 31 August 2022 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' Pension Scheme Regulations 2014. Membership is automatic for teachers in academies. All teachers have the option to opt-out of the TPS following enrolment.

The TPS is an unfunded scheme to which both the member and employer makes contributions, as a percentage of salary - these contributions are credited to the Exchequer. Retirement and other pension benefits are paid by public funds provided by Parliament.

Valuation of the Teachers' Pension Scheme

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 every 4 years. 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 2016. The valuation report was published by the Department for Education on 5 March 2019. The key elements of the valuation and subsequent

- Employer contribution rates set at 23.68% of pensionable pay (including a 0.08% employer administration charge)
- Total scheme liabilities (pensions currently in payment and the estimated cost of future benefits) for service to the effective date of £218,100 million, and notional assets (estimated future contributions together with the notional investments held at the valuation date) of £196,100 million, giving a notional past service deficit of £22,000 million
- the SCAPE rate, set by HMT, is used to determine the notional investment return. The current SCAPE rate is 2.4% above the rate of CPI. assumed real rate of return is 2.4% in excess of prices and 2% in excess of earnings. The rate of real earnings growth is assumed to be 2.2%. The assumed nominal rate of return including earnings growth is 4.45%.

Oxford Diocesan Schools Trust

Notes to the Financial Statements (continued) For the year ended 31 August 2022

25 Pension and Similar Obligations (continued)

The next valuation result is due to be implemented from 1 April 2024.

The employer's pension costs paid to TPS in the period amounted to £3,712,733 (2021: £3,458,341).

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

Under the definitions set out in FRS 102, the TPS is an unfunded multi-employer pension scheme. The academy trust has accounted for its contributions to the scheme as if it were a defined contribution scheme. The academy trust has set out above the information available on the scheme.

Local Government Pension Schemes

The LGPS' are funded defined benefit pension schemes, with the assets held in separate trustee-administered funds. The total contribution made for the year ended 31 August 2022 was £2,811,028 (2021: £2,480,223), of which employer's contributions totalled £2,295,574 (2021: £1,923,939) and employees' contributions totalled £515,454 (2021: £556,284). The agreed minimum employer contribution rate in respect of the Oxfordshire County Council Pension Fund is 20.5% and in respect of the Royal County of Berkshire Pension fund is 21.6%.

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.

Principal Actuarial Assumptions	Oxfordshire County Council		Royal County of Berkshire	
	At 31 August 2022	At 31 August 2021	At 31 August 2022	At 31 August 2021
Rate of increase in salaries	3.05%	2.90%	3.95%	3.90%
Rate of increase for pensions in payment/inflation	3.05%	2.90%	2.95%	2.90%
Discount rate for scheme liabilities	4.25%	1.65%	4.25%	1.65%
Commutation of pensions to lump sums	50.00%	50.00%	50.00%	50.00%

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

	At 31 August 2022	At 31 August 2021	At 31 August 2022	At 31 August 2021
<i>Retiring today</i>				
Males	22.2	22.4	21.0	21.3
Females	24.5	24.7	23.8	24.0
<i>Retiring in 20 years</i>				
Males	23.1	23.4	22.2	22.6
Females	26.1	26.3	25.3	25.4

Sensitivity analysis	Impact on present value of pension liabilities		Impact on present value of pension liabilities	
	At 31 August 2022 £'000's	At 31 August 2021 £'000's	At 31 August 2022 £'000's	At 31 August 2021 £'000's
Discount rate +0.1%	(688)	(1,102)	(206)	(210)
Discount rate -0.1%	688	1,102	212	215
Mortality assumption: 1 year increase	1,140	1,817	264	337
Mortality assumption: 1 year decrease	(1,140)	(1,817)	(256)	(324)
Adjustment to long term salary increases +0.1%	45	72	13	16
Adjustment to long term salary increases -0.1%	(45)	(72)	(13)	(16)
Adjustment to pension increases and deferred revaluation +0.1%	650	1,015	201	196
Adjustment to pension increases and deferred revaluation -0.1%	(650)	(1,015)	(196)	(191)

Oxford Diocesan Schools Trust

Notes to the Financial Statements (continued)
For the year ended 31 August 2022

25 Pension and Similar Obligations (continued)

	Oxfordshire County Council		Royal County of Berkshire	
	Fair value at 31 August 2022	Fair value at 31 August 2021	Fair value at 31 August 2022	Fair value at 31 August 2021
	£	£	£	£
The academy's share of the assets in the scheme were:				
Equities	16,772,250	15,701,000	3,808,000	1,899,000
Other bonds	3,354,450	3,607,000	940,000	554,000
Property	2,012,670	1,485,000	815,000	367,000
Cash	223,630	424,000	103,000	64,000
Target Return Portfolio	-	-	9,000	136,000
Infrastructure	-	-	660,000	267,000
Longevity insurance	-	-	(247,000)	(175,000)
Total market value of assets	22,363,000	21,217,000	6,088,000	3,112,000
Amounts recognised in the statement of financial activities			2022	2021
			£	£
Current service cost			6,635,000	4,680,000
Past service costs			79,000	-
Net interest cost			554,000	373,000
Admin expenses			3,000	2,000
Loss on assumption of net liabilities on business combinations			3,884,000	710,000
Total operating charge			11,155,000	5,765,000
Remeasurement of net defined benefit obligation			2022	2021
			£	£
Return on fund assets in excess of interest			(1,163,000)	3,258,000
Other actuarial gains/(losses) on assets			-	-
Change in financial assumptions			30,914,000	(8,423,000)
Change in demographic assumptions			309,000	(532,000)
Experience gain/(loss) on defined benefit obligation			(107,000)	620,000
Actuarial gain/(loss) on defined benefit pension schemes			29,953,000	(5,077,000)
Changes in the present value of defined benefit obligations were as follows:			2022	2021
			£	£
At 1 September			53,789,000	38,784,000
Current service cost			6,635,000	4,680,000
Interest cost			1,002,000	703,000
Change in financial assumptions			(30,914,000)	8,423,000
Change in demographic assumptions			(309,000)	532,000
Experience gain on defined benefit obligation			107,000	(620,000)
Employee contributions			623,000	555,000
Estimated benefits paid net of transfers in			(369,000)	(265,000)
Liabilities assumed on settlements			-	-
Past service costs			79,000	-
Effect of business combinations and disposals			6,297,000	997,000
At 31 August			36,940,000	53,789,000
Changes in the fair value of academy's share of scheme assets:			2022	2021
			£	£
At 1 September			24,329,000	18,234,000
Interest on assets			448,000	330,000
Return on assets less interest			(1,163,000)	3,258,000
Other actuarial gains/(losses)			-	-
Administration expenses			(3,000)	(2,000)
Contributions by employer including unfunded			2,173,000	1,932,000
Contributions by scheme participants and other employers			623,000	555,000
Estimated benefits paid plus unfunded net of transfers in			(369,000)	(265,000)
Settlement prices received			2,413,000	287,000
At 31 August			28,451,000	24,329,000
			2022	2021
			£	£
Present value of defined benefit obligations			(36,940,000)	(53,789,000)
Fair value of share of scheme assets			28,451,000	24,329,000
Deficit in the schemes			(8,489,000)	(29,460,000)

Notes to the Financial Statements (continued) For the year ended 31 August 2022

26 Related Party Transactions

Owing to the nature of the academy trust and the composition of the board of trustees being drawn from local public and private sector organisations, transactions may take place with organisations in which the trustees have an interest. All transactions involving such organisations are conducted in accordance with the requirements of the AFH, including notifying the ESFA of all transactions made on or after 1 April 2019 and obtain their approval where required, and with the academy trust's financial regulations and normal procurement procedures relating to connected and related party transactions. The following related party transactions took place in the financial period.

The Oxford Diocesan Board of Education ("ODBE") is a corporate member of the academy trust. Mrs K M Winrow is an unpaid director of the academy trust and also an unpaid director of ODBE. During the year ended 31 August 2022, the academy trust paid £55,853 (2021: £51,150) to ODBE for various support services, including training and SLA for Church Schools. The services have been provided at no more than cost and ODBE has provided a statement of assurance confirming this.

The academy trust agrees on an annual basis for ODBE to act as the body responsible for maintaining school buildings within the academy trust funded by the School Condition Allocation (SCA) made available to ODBE on behalf of ODST from the ESFA. ODBE charged project management fees for the works undertaken on the trust's premises during the year totalling £204,680 (2021: £197,674). These fees are entirely funded by the SCA funding allocated to the academy trust.

At the year-end ODBE owed the academy trust £756 (2021: £104,652 owed from ODST to ODBE).

Mrs J A Dellar is the CEO and a director of the academy trust. Lee Bolton Monier Williams ("LBMW"), the firm acting as the academy trust's solicitors is considered to be a related party as Mr H Dellar, an equity partner of LBMW is her spouse. During the year ended 31 August 2022, LBMW invoiced fees for academy conversions, HR and related advice totalling £30,437 (2021: £20,987). At the year end the academy trust owed the LBMW £nil (2021: £3,600). No decisions relating to the provision of legal services are made by the CEO, and the services are provided at direct cost.

River Learning Trust ("RLT") is a multi-academy trust of which the ODBE is a corporate member. During the year ended 31 August 2022, RLT charged the trust £nil (2021: £16,746) in respect of teaching training services under the Oxfordshire Schools Teaching Alliance. At the year end the academy trust was due to receive from The Oxford Academy an amount of £nil (2021: £4,875). The services have been provided at no more than cost and RLT has provided a statement of assurance confirming this.

The Vale Academy Trust ("VAT") an academy trust of which the ODBE is a corporate member. During the year ended 31 August 2022, VAT charged the trust £nil (2021: £900) in respect of teaching training services under the Oxfordshire Schools Teaching Alliance.

Oxford Diocesan Schools Trust

Notes to the Financial Statements (continued) For the year ended 31 August 2022

27 Transfer of existing academy trust to ODST

On 1 January 2022 all of the existing academies of Berkshire Schools Trust ("BST") were transferred to Oxford Diocesan Schools Trust ("ODST"). The assets and liabilities of the BST were transferred at their balance sheet value at 1 January 2022 in line with the Commercial Transfer Agreement entered into between BST and ODST.

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 a corresponding net amount recognised as the net expenditure in the Statement of Financial Activities as Transfer from existing academy trust.

The Academies Accounts Direction encourages the assets and liabilities transferred to be disclosed on an individual academy basis. At the time of joining ODST, net assets totalling £510,237 were held in BST's central services fund and are presented below on that basis. Thereafter the underlying assets of these funds were allocated to the academies joining from BST on a basis agreed amongst those academies. Additionally, the total pensions assets and liabilities assumed by ODST on transfer have been presented as part of the central services as no allocation on an individual academy basis is available.

Summary table	Value reported by transferring trust £	Fair value adjustments £	Transfer In recognised £
Tangible fixed assets			
Long-term leasehold property	3,477,356	(1,439,891)	2,037,465
Furniture and equipment	30,111	(8,909)	21,202
Computer equipment	25,784	29,881	55,665
Current assets			
Debtors due in less than one year	108,891	57,029	165,920
Cash at bank and in hand	672,637	(96,468)	576,169
Liabilities			
Creditors due in less than one year	(198,451)	95,619	(102,832)
Pensions			
Pensions - pension scheme assets	2,413,000	-	2,413,000
Pensions - pension scheme liabilities	(5,878,000)	(419,000)	(6,297,000)
Net assets / (liabilities)	651,328	(1,781,739)	(1,130,411)

Explanation of significant fair value adjustments

Fair value adjustments relating to long-term leasehold property in respect of St John's CE Primary and New Christ Church CE Primary School consist of the land and buildings occupied by those schools which are owned by and provided for use by land trustees. As set out in Note 1(e), the trustees have concluded that such properties are not assets of the academy trust and therefore the values relating to such properties has been derecognised on transfer to the academy trust.

St John's CE Primary, Reading	Value reported by transferring trust £	Fair value adjustments £	Transfer In recognised £
Tangible fixed assets			
Long-term leasehold property	374,992	(374,992)	-
Furniture and equipment	3,936	(55)	3,881
Computer equipment	10,288	9,278	19,566
Current assets			
Debtors due in less than one year	38,809	16,042	54,851
Cash at bank and in hand	33,293	164	33,457
Liabilities			
Creditors due in less than one year	(37,849)	(728)	(38,577)
Net assets / (liabilities)	423,469	(350,291)	73,178

New Town Primary School, Reading	Value reported by transferring trust £	Fair value adjustments £	Transfer In recognised £
Tangible fixed assets			
Long-term leasehold property	2,030,914	6,551	2,037,465
Furniture and equipment	23,357	(8,854)	14,503
Computer equipment	9,875	13,079	22,954
Current assets			
Debtors due in less than one year	38,260	11,686	49,946
Cash at bank and in hand	26,900	(156)	26,744
Liabilities			
Creditors due in less than one year	(29,029)	(1,364)	(30,393)
Net assets / (liabilities)	2,100,277	20,942	2,121,219

Oxford Diocesan Schools Trust

Notes to the Financial Statements (continued)
For the year ended 31 August 2022

27 Transfer of existing academy trust to ODST (continued)

New Christ Church CE Primary School, Reading

	Value reported by transferring trust £	Fair value adjustments £	Transfer In recognised £
Tangible fixed assets			
Long-term leasehold property	1,071,520	(1,071,520)	-
Furniture and equipment	2,818	(1)	2,817
Computer equipment	5,621	7,524	13,145
Current assets			
Debtors due in less than one year	26,065	19,463	45,528
Cash at bank and in hand	6,442	(457)	5,985
Liabilities			
Creditors due in less than one year	(19,205)	685	(18,520)
Net assets / (liabilities)	1,093,261	(1,044,306)	48,955

BST central services

	Value reported by transferring trust £	Fair value adjustments £	Transfer In recognised £
Current assets			
Debtors due in less than one year	5,757	9,838	15,595
Cash at bank and in hand	606,002	(96,019)	509,984
Liabilities			
Creditors due in less than one year	(112,368)	97,026	(15,342)
Pensions			
Pensions - pension scheme assets	2,413,000	-	2,413,000
Pensions - pension scheme liabilities	(5,878,000)	(419,000)	(6,297,000)
Net assets / (liabilities)	(2,965,609)	(408,154)	(3,373,763)

28 Post balance sheet events

In October 2022, St Laurence CE Primary (Warborough) joined ODST from Oxfordshire County Council.

The Board of Trustees have given their approval for All Saints CE Junior School (Maidenhead) to join the trust in 2023 from the Royal Borough of Windsor and Maidenhead.

29 Prior year comparative Statement of Financial Activities

	Unrestricted Funds £	Restricted General Funds £	Restricted Fixed Asset Funds £	Total 2021 £
Income and endowments from:				
Donations and capital grants	555,600	-	2,794,476	3,350,076
Transfer from existing academy trust	-	-	-	-
Charitable activities:				
Funding for the academy trust's educational operations	679,144	38,806,580	-	39,485,724
Other trading activities	1,103,420	-	-	1,103,420
Investments	838	-	-	838
Total	2,339,002	38,806,580	2,794,476	43,940,058
Expenditure on:				
Transfer from local authority on conversion	-	-	-	-
Transfer from existing academy trust	-	710,000	(6,466)	703,534
Raising Funds	506,873	-	-	506,873
Charitable activities:				
Grants	-	-	1,485,215	1,485,215
Academy trust educational operations	-	43,031,241	539,174	43,570,415
Total	506,873	43,741,241	2,017,923	46,266,037
Net income / (expenditure)	1,832,129	(4,934,661)	776,553	(2,325,979)
Transfers between funds	(1,190,480)	1,193,235	(2,755)	-
Other recognised gains / (losses)				
Actuarial losses on defined benefit pension schemes	-	(5,077,000)	-	(5,077,000)
Net movement in funds	641,649	(8,818,426)	773,798	(7,402,979)