



**Oxford Diocesan Schools Trust**  
(a company limited by guarantee)

**Annual Report and Financial Statements  
For the year ended 31 August 2024**

**Registered number: 08143249**

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## Oxford Diocesan Schools Trust

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

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#### Members

Oxford Diocesan Board of Education  
The Right Revd Dr Bishop S J L Croft (appointed 01 May 2024)  
Mrs A Jestico  
The Right Revd Dr A Wilson (resigned 17 February 2024)  
Mrs K M Winrow

#### Trustees

Sir C Booth, Chair of Finance Committee<sup>1</sup>  
The Revd Canon S Booy  
Dr P Chadwick  
The Revd Canon B D Clover (resigned 01 January 2024)  
Mrs J A Dellar, Accounting Officer<sup>1</sup>  
Ms J Fageant  
The Revd Preb J Haslam (appointed 30 April 2024)  
Mr M Humphriss  
Mr G Joyner  
Mrs N Khan (appointed 01 January 2024)  
Mrs J Moriarty  
Mr P Sanderson  
Mr C Wheaton<sup>1</sup>  
Mrs K M Winrow, Chair of Board of Trustees<sup>1</sup>  
The Revd Canon T Wright (resigned 07 March 2024)  
<sup>1</sup> 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 Frost, Deputy Chief Executive Officer  
Ms L Austin, Principal Schools Adviser  
Ms M Richards, Chief Financial Officer (up to 13 October 2023)  
Mrs A Irving, Acting Chief Financial Officer (from 14 October 2023 until 31 December 2023)  
Mr A P Jeffrey, Chief Financial Officer (from 01 January 2024)  
Mr M Jones, Head of HR

#### Independent Auditor

HaysMac 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

## Oxford Diocesan Schools Trust

### Trustees' Report for the year ended 31 August 2024

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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 01 September 2023 to 31 August 2024. 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 2024, the Trust operated 43 primary academies in the area covered by the Oxford Diocese (which covers Berkshire, Buckinghamshire, Oxfordshire and Milton Keynes), with a combined pupil capacity of 10,176 and 8,641 pupils currently enrolled based on the October 2024 school census. One additional school 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 (MAT) 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 42 academies within the Trust at 01 September 2023, 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 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
- 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, Oxford
- New Town Primary School, Reading
- New Christ Church C of E Primary School, Reading
- St John's C of E Primary School, Reading
- St Laurence C of E Primary School, Warborough
- All Saints C of E Junior School, Maidenhead

During the year 2023/24, one additional school joined the Trust:

- St Francis C of E Primary School, Oxford                      01 April 2024

### 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.

## **Oxford Diocesan Schools Trust**

### **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 eligible to be 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.

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 whose remit includes scrutinising 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, some committees of the Board have co-opted members from LGBs and elsewhere.

### **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 Academy Trust 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 and Safeguarding
- Audit
- Executive

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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.

The Senior Leadership Team of the Trust is composed of the CEO, the Deputy CEO, the Principal Schools Adviser, the Chief Financial Officer, the Head of HR and the Governance Lead. 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 is 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 as follows:

#### Relevant union officials

Number of employees who were relevant union officials during the period	Full-time equivalent
1	1

#### Percentage of time spend on facility time

Percentage	Number of employees
0%	-
1%-50%	1
51%-99%	-
100%	-

#### Percentage of pay bill spent on facility time

Total cost of facility time	£3,500
Total pay bill	£45,782,958
Percentage of the total pay bill spend on facility time	0.007%

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### Paid trade union activities

Total spent on paid trade union activities	£3,500
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### 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. In addition to in person visits, trustees host regular on-line meetings between trustees and LGB chairs in their hub, and all Headteachers new in post or new to the Trust meet 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.

As mentioned above, the Trust runs several different committees, many of which include some school representation. The Pay and Personnel Committee, which meets up to 6 times a year, 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 ODST. 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.

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### UK GREENHOUSE GAS EMISSIONS AND ENERGY USE DATA FOR 2023/24

The 2023/24 consumption figures are showing a reduction in usage compared to 2022/23, with schools being ever more aware of the cost of energy and the climate impact. The intensity ratio (calculated on a per pupil basis) has reduced to 0.14, compared to 0.16 for 2022/23.

	<u>2023/24</u>	<u>2022/23</u>
Energy consumption used to calculate emissions (kWh)	5,714,403	7,344,444
<b>Scope 1 emissions in metric tonnes CO2e</b>		
Gas consumption	766.56	909.60
Owned transport – minibuses	0.83	1.29
Total Scope 1	767.39	910.89
<b>Scope 2 emissions in metric tonnes CO2e</b>		
Purchased electricity	403.67	469.83
<b>Scope 3 emissions in metric tonnes CO2e</b>		
Business travel in employee owned vehicles	15.51	20.44
<b>Total Gross Emissions in Metric Tonnes CO2e</b>	<b>1,186.58</b>	<b>1,401.16</b>
<b>Intensity Ratio Tonnes CO2e per pupil</b>	<b>0.14</b>	<b>0.16</b>
<b>National Average Tonnes CO2e per pupil</b>	<b>-</b>	<b>0.21</b>

### 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 2024 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 year to run, was signed in 2019 and decisions were fully informed by the ODS values of community and service. The electricity supply, through the contract, is from 100% renewable and sustainable sources and this provision is complemented by a staged installation programme of smart meters to all the schools' electricity supplies. Once fully rolled out, schools will be able to monitor their energy usage in 'real time' and have immediate management information about their energy usage. The Trust is also developing a Net Zero and Sustainability strategy. This includes the roll out of solar panels across accessible sites and EV charges for electric vehicles, as well as supporting teaching and learning on environmental issues.

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We have continued to use video conferencing technology for some Trust-wide staff meetings and LGB member training, which began during the lockdowns, and hope that this will continue to reduce the environmental impact from staff travel.

### **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 £69,795 (2022/23: £79,604). These services included training and SLA for church schools.

Until April 2023, the Trust also agreed, 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. From April 2023, the SCA funds come directly to ODST and following a tender process, ODBE were awarded the contract to manage our SCA programme. ODBE charged project management fees for the works undertaken on the Trust's premises during the year totalling £137,475 (2022/23: £205,450). These fees are entirely funded by the SCA funding allocated to the Academy Trust.

The Trust is aware of the Academy Trust Handbook requirements for related party transactions, including notifying the ESFA of all transactions made on or after 01 April 2019 and the need to obtain their approval where required.

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

## Oxford Diocesan Schools Trust

### Objectives and Activities

#### OBJECTS AND AIMS

The Trust's object is specifically restricted to:

The advancement of education for the public benefit in the United Kingdom, in particular but without prejudice to the generality of the foregoing by establishing, maintaining, carrying on, managing and developing schools 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.

#### 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 strong schools looking for a group option (including schools from particular geographical areas which may be converting together), schools which require more 'hands on' support or 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 doing so 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 its *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

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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

In 2023/24, one school was welcomed to the Trust, St Francis CE Primary, Oxford.

Thirteen ODST schools were inspected by Ofsted during 2023/24. Eight were graded inspections and we are very pleased that all were judged to be overall good with four of the schools achieving outstanding in either EYFS or personal development. One of those schools had a previous RI grading. Six church schools were subject to SIAMS inspections, all outcomes were J1, the highest grade.

#### School Performance:

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

- **Early Years Foundation Stage:** 64% of ODST's pupils reached a Good Level of Development (GLD) by the end of the foundation stage.
- **Y1 phonics check:** 77%
- **KS2 SATS:** The percentage of ODST pupils achieving the expected standard in reading was 73%, writing 67% and mathematics 67%

The Trust has continued to invest in its school improvement capacity and during the accounting period this continued to be enhanced by five in-post headteachers working one day per week as advisers to other schools. This has enabled stronger support and particularly for our focus schools with specific challenges. It has also provided a valuable development opportunity for some of the Trust's experienced school leaders. Subject leader networks have embedded the support for middle leaders to deliver effective curricula and ensure impact. This focus on the wider curriculum supports our core value of abundant living by providing children with the chance to enjoy and fulfil their potential in arts, music, sports, technology and humanities as well as achieve in core subjects. This year for example, the music network provided a valuable opportunity for pupils from ODST schools to sing together at Christ Church Cathedral. The Trust has also ensured a strong uptake for our mathematics and English CPD designed for class teachers and teaching assistants.

In 2023/24 the Trust also added extra resource within the School Improvement team to support safeguarding, establishing the ODST safeguarding standard, which brings clarity to each element of the process for schools alongside a cycle of safeguarding audits to check compliance with whole Trust support for designated safeguarding leads. Safeguarding was judged as effective in all Ofsted inspections during the period.

The Trust has expanded its executive headship arrangements during the period, to enable smaller schools to benefit from experienced leadership in a cost-effective fashion. This has also enabled the Trust's excellent school leaders to be retained and developed within the Trust. Individual plans were carefully implemented for each unique context, and we established an Executive Leaders Network to share best practice and provide support.

The Trust's first cohort of future leaders on the pathway to the National Professional Qualification for Senior Leadership (NPQSL) successfully completed their course in July 2023, and the second cohort has started. ODST took part in a pilot Ofsted inspection of the course and feedback was positive.

## **Oxford Diocesan Schools Trust**

The Trust has strengthened our training and development offer for all ODST leaders and aspiring leaders, with the introduction in 2022 of the leadership seminar programme which comprised 17 sessions covering a range of topics from 'How to develop talent in your staff' to 'Building relationships and managing complaints' and 'Helping achievement in learners with English as an additional language.' The Trust has also offered 1:1 coaching for some leaders and aspiring leaders and the Trust also delivered more training to local governing bodies than ever before.

The Trust has added capacity and professional development in the central HR team to ensure the strong service and relationships are in place to support all its school workforces.

The Trust carried out a full staff survey across all ODST employees in June 2023. This generated a substantial amount of information relating to staff wellbeing and effective workforce deployment. The Trust is proud that the strongest sentiment to come out of the qualitative feedback was how much staff enjoy working with the children in their care, reflecting their dedication to delivering the best for all pupils.

The Trust has added central capacity in finance and communications, and have successfully integrated capital works into the direct remit of the trust, following changes to the funding route from April 2023.

### **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.

The Trustees understand that educational attainment and pupil progress are key concerns for staff, parents and pupils of ODST 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

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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 £3,348,000 (2022/23: £4,375,000) 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 £25,341,394 (2023: net surplus of £25,902,905). 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 £7,870,919 (2023: £9,472,411).

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 £11,663,249 (2023: £11,990,805), achieving in line with budget in 2023/24 and the setting of a balanced budget after reserves for 2024/25. The finance team regularly manage and update a 12-month cash flow forecast, which supports this assessment.

### KEY FINANCIAL PERFORMANCE INDICATORS

As well as monitoring educational improvement the Board also monitors 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. The balance of revenue reserves held at the year-end was equivalent to 1.3 months of operational expenditure compared to the target set of 1.59 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 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 2024, the balance of the GAG Restricted Fund was £1,128,744 (2023: £1,510,882).

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 86.0% (2022/23: 84.8%), 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 75.8% (2022/23: 79.3%).

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 £3,485,955 (2022/23: surplus of

## Oxford Diocesan Schools Trust

£287,276). The surplus carried forward on the restricted general funds, excluding the pension reserve, is £1,371,559 (2023: £2,092,004). The surplus consists substantially of educational grants received in the year ended 31 August 2024. 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 01 September 2023 to 31 August 2024. 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 2024. 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.

#### 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 £54,642,047 (2022/23: £50,423,477); expenditure against these funds was £58,172,002 (2022/23: £51,702,201), giving a restricted revenue fund deficit for the year of £3,777,955 (2022/23: deficit of £1,278,724) 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 £248,000 (2022/23: £303,000) and a further pension cost adjustment under FRS102 of £44,000 (2022/23: £1,263,000). Excluding these pension scheme liabilities and adjustments, the deficit on the General Restricted Fund for the year was £3,485,955 (2022/23: surplus of £287,276).

#### Unrestricted Funds

Unrestricted income for the year was £3,875,422 (2022/23: £3,707,529). Expenditure against the fund was £801,646 (2022/23: £3,446,617) for the period, giving an Unrestricted Fund surplus for the year of £3,073,775 (2022/23: £260,912).

#### 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 £3,698 (2022/23: £4,692,660). There is a £743,722 Restricted Fixed Asset Fund period end deficit after transfers between funds (2022/23: £996,453 surplus).

#### Total Fund Balances

The total fund balances as at 31 August 2024 were a net surplus of £25,341,394 (2023: £25,902,905 net surplus). This is composed of £4,903,207 (2023: £5,027,552) in Unrestricted Funds, £1,976,440 deficit (2023: £2,282,996 deficit) in Restricted General Funds (after accounting for defined benefit pension scheme deficit of £3,348,000 (2023: £4,375,000)), and £22,414,927 (2023: £23,158,249) in Restricted Fixed Asset Funds.

## Oxford Diocesan Schools Trust

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 at 31 August 2024 was £20,818,478 (2023: £20,805,493) 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, Department for Education 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 note 13 of the financial statements.

The Trust also has 125-year leases from Oxfordshire County Council, Reading Borough 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 2024 was £11,663,249 (2023: £11,990,805).

### 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.

## **Oxford Diocesan Schools Trust**

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 the Trust achieves its 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. The Trust encourages Trustees to know and visit schools.

The Trust ensures that pupil outcomes are at the heart of all decision making and sets the highest expectations. The Trust has 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. The Trust is almost wholly reliant on Government funding through the ESFA. Trustees recognise the importance of a flexible and dynamic 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. The Trust also recognises there is no assurance that Government funding levels will continue on the same terms or at the same level. The Trust mitigates 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.

A series of controls is 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.

### **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

## **Oxford Diocesan Schools Trust**

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 2.1 months (2023: 2.75 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 developed an investment policy and strategy that was approved in April 2024 that allows the Trust to invest in interesting bearing accounts and money market facilities where the capital is not placed at risk. Investment maturity dates should not exceed 12 months in term. Full consideration will be given to the extent to which social and ethical considerations will influence investment decisions. We do not anticipate having sufficient surplus funds for investment other than balances in the current account. Trustees will continue to monitor the effectiveness of the investment strategy.

### **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 Parent Teacher Association (PTA). There have been no complaints over fundraising in the period 2023/24.

## **Plans for future periods**

### **FUTURE DEVELOPMENTS**

The Trust is committed to serving the common good and the Trust intends to deepen our relationships with our local multi academy trusts and local authorities to work collaboratively to offer the best possible provision to children and their families, including establishing two SEND resource bases. The Trust intends to continue to enable schools to join the Trust if it supports this. The Trust intends to analyse its capacity and work to expand its nursery provision across the Trust – mindful of providing places where there is local need and for age groups identified by its local authorities as having a shortfall of provision.

The Trust is implementing a new staff appraisal system called Growing Great People to enable the most effective development of our staff and support their wellbeing.

In a challenging financial climate, the Trust is committed to ensuring the sustainability of its very small schools and we intend to facilitate very close working across neighbouring schools to support this.

The Trust continues to strive for the highest standards of teaching and learning in its schools and develop its capacity to support all our staff to ensure pupils with SEND receive high quality support in our schools. The Trust intends to use INSET time trust-wide to ensure staff are well resourced to achieve this at school level.

### **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.

## Oxford Diocesan Schools Trust

### AUDITOR

HaysMac LLP continue to be appointed as auditor to the charitable Trust in accordance with section 487(2) of the Companies Act 2006. On 18 November 2024 the company's auditor changed its name from Haysmacintyre LLP to HaysMac LLP

This report, incorporating the Strategic Report, was approved by order of the Board of Trustees, as the company directors, on 11 December 2024 and signed on the board's behalf by:



**Mrs K M Winrow**  
**Chair of the Board of Trustees**

## Oxford Diocesan Schools Trust

### Governance Statement

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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
Sir C Booth	4	5
The Revd Canon S Booy	4	5
Dr P Chadwick	5	5
The Revd Canon B D Clover	2	2
Mrs J A Dellar	5	5
Ms J Fageant	4	5
The Revd Preb J Haslam	1	2
Mr M Humphriss	3	5
Mr G Joyner	3	5
Mrs N Khan	2	3
Mrs J Moriarty	3	5
Mr P Sanderson	1	5
Mr C Wheaton	5	5
Mrs K M Winrow	5	5
The Revd Canon T Wright	2	2

The Trust also has an Executive Committee composed of the Chair and Vice Chair of Trustees, the Chair of the Finance Committee and the Chief Executive Officer, 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.

## Oxford Diocesan Schools Trust

### 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.

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:

<b>Members</b>	<b>Meetings Attended</b>	<b>Out of a Possible</b>
Sir C Booth	5	5
Mrs J A Dellar	5	5
Mrs C Jones	3	5
Mr C Wheaton	3	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 element of the Trust's annual reporting requirements.

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

<b>Members</b>	<b>Meetings Attended</b>	<b>Out of a Possible</b>
Sir C Booth	3	3
Mrs J A Dellar	3	3
Mrs A Jestico	3	3
Mrs E Selsey	3	3
Mrs K M Winrow	3	3

### Review of Value for Money

As Accounting Officer, the Chief Executive Officer 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.

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

- embedding a culture in schools that recognises the funding constraints and supports all those involved in decision-making to ensure children remain at the heart of all financial decisions
- improved internal processes and procedures designed to ensure careful budgeting and targeted spending remain at the heart of all decision-making

## Oxford Diocesan Schools Trust

- 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 internal and external benchmarking data within the Trust to compare spend in key areas and identify efficiencies wherever possible
- ensuring that the capital funding provided by the School Condition Allowance (SCA) has been used effectively, proactively replacing items such as boilers at the end of their life, and ensuring tendered contracts represent fair value for money, including the planning of works to minimise disruption to schools and reduce the need for multiple site visits

### 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 01 September 2023 to 31 August 2024 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 01 September 2023 to 31 August 2024 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

In addition, the Trust is in receipt of School Condition Allowance (SCA) and has a committee dedicated to scrutinising the allocation of funds across the Trust.

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. The internal scrutiny function is carried out by a peer review process, as per the option available in the guidance contained in the Academy Trust Handbook.

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.

## Oxford Diocesan Schools Trust

### REVIEW OF EFFECTIVENESS

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

- the 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 impact of the capital spending from the Schools Condition Allocation on the maintenance and development of our schools' buildings, balancing the need for core repairs such as replacing roofs, boilers etc, with the ability to fund some projects designed to enhance the learning environment

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 11 December 2024 and signed on its behalf by:



**Mrs K M Winrow**  
Chair of the Board of Trustees



**Mrs J A Dellar**  
Chief Executive Officer and Accounting Officer

## Oxford Diocesan Schools Trust

### Statement of Regularity, Propriety and Compliance

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As Accounting Officer of Oxford Diocesan Schools Trust, I have considered my responsibility to notify the Academy Trust Board of Trustees and the Education and Skills Funding Agency (ESFA) of material irregularity, impropriety and non-compliance with terms and conditions of all funding, including for estates safety and management, under the funding agreement between the academy 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 2024, including responsibilities for estates safety and management.

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 2024.

I confirm that no instances of material irregularity, impropriety or funding non-compliance have been discovered to date.



**Mrs J A Dellar**  
**Chief Executive Officer and Accounting Officer**

Date: 11 December 2024

## **Statement of Trustees' Responsibilities**

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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 2023 to 2024
- 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
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business
- ensure that the property estate is safe, well maintained and complies with relevant regulations, as well as being fit for educational purposes

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 11 December 2024 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

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### OPINION

We have audited the financial statements of Oxford Diocesan Schools Trust for the year ended 31 August 2024 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 2023 to 2024 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 2024 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 2023 to 2024.

### 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)

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### 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)

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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 2023 to 2024 and the academy trust's compliance with the requirements of the Academy Trust 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](http://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 HaysMac LLP, Statutory Auditor  
10 Queen Street Place  
London  
EC4R 1AG

Date: 19 December 2024

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

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In accordance with the terms of our engagement letter dated 04 September 2019 and further to the requirements of the Education and Skills Funding Agency (ESFA) as included in the Academies Accounts Direction 2023 to 2024, 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 01 September 2023 to 31 August 2024 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 Academy Trust Handbook extant from 01 September 2023, 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 2023 to 2024. 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 01 September 2023 to 31 August 2024 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 2023 to 2024 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)**

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- 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 nothing has come to our attention which suggests that in all material respects the expenditure disbursed and income received during the period 01 September 2023 to 31 August 2024 have not been applied to purposes intended by Parliament and the financial transactions do not conform to the authorities which govern them.

*HaysMac LLP*

Reporting Accountant  
**HaysMac LLP**  
10 Queen Street Place  
London  
EC4R 1AG

Date: 19 December 2024

# Oxford Diocesan Schools Trust

## Statement of Financial Activities For the year ended 31 August 2024 (including Income and Expenditure Account)

	Note	Unrestricted Funds	Restricted General Funds	Restricted Fixed Asset Funds	Total 2024	Total 2023
		£	£	£	£	£
<b>Income and endowments from:</b>						
Donations and capital grants	2	729,174	-	2,647,697	3,376,870	5,174,556
Charitable activities:						
Funding for the academy trust's educational operations	3	1,353,297	54,642,047	-	55,995,344	51,597,593
Other trading activities	4	1,749,488	-	-	1,749,488	1,966,781
Investments	5	43,463	-	-	43,463	1,109
<b>Total</b>		<b>3,875,422</b>	<b>54,642,047</b>	<b>2,647,697</b>	<b>61,165,165</b>	<b>58,740,039</b>
<b>Expenditure on:</b>						
Transfer from local authority on conversion	27	(69,261)	248,000	(19,189)	159,550	135,867
Raising Funds	6	872,378	-	-	872,378	665,099
Charitable activities:						
Grants	6,7	-	-	3,042,119	3,042,119	2,311,005
Academy trust educational operations	6,8	-	58,170,531	801,098	58,971,629	54,930,359
<b>Total</b>		<b>803,117</b>	<b>58,418,531</b>	<b>3,824,027</b>	<b>63,045,675</b>	<b>58,042,330</b>
<b>Net income / (expenditure)</b>		<b>3,072,305</b>	<b>(3,776,484)</b>	<b>(1,176,331)</b>	<b>(1,880,510)</b>	<b>697,709</b>
<b>Transfers between funds</b>	16	<b>(3,198,120)</b>	<b>2,765,511</b>	<b>432,609</b>	<b>-</b>	<b>-</b>
<b>Other recognised gains / (losses)</b>						
Actuarial gains / (losses) on defined benefit pension schemes	25	-	1,319,000	-	1,319,000	5,680,000
<b>Net movement in funds</b>		<b>(125,815)</b>	<b>308,027</b>	<b>(743,722)</b>	<b>(561,510)</b>	<b>6,377,709</b>
<b>Reconciliation of funds</b>						
Total funds carried forward at 31 August 2023		5,027,552	(2,282,996)	23,158,349	25,902,905	19,525,195
Total funds brought forward - as restated	16	5,027,552	(2,282,996)	23,158,349	25,902,905	19,525,195
Net movement in funds		(125,815)	308,027	(743,722)	(561,510)	6,377,709
<b>Total funds carried forward at 31 August 2024</b>	16	<b>4,901,737</b>	<b>(1,974,969)</b>	<b>22,414,627</b>	<b>25,341,394</b>	<b>25,902,904</b>

The notes on pages 32 to 47 form part of these accounts.

# Oxford Diocesan Schools Trust

## Balance Sheet As at 31 August 2024

	Notes	2024 £	2024 £	2023 £	2023 £
<b>Fixed assets</b>					
Tangible assets	13		20,818,478		20,805,493
<b>Current assets</b>					
Debtors	14	2,599,659		2,832,339	
Cash at bank and in hand	22	<u>11,663,249</u>		<u>11,990,805</u>	
		14,262,908		14,823,144	
<b>Liabilities</b>					
Creditors: amounts falling due within one year	15	<u>(6,391,992)</u>		<u>(5,350,734)</u>	
<b>Net current assets</b>			<u>7,870,916</u>		<u>9,472,411</u>
<b>Total assets less current liabilities</b>			<u>28,689,394</u>		<u>30,277,904</u>
<b>Net assets excluding pension scheme liability</b>			<u>28,689,394</u>		<u>30,277,904</u>
Defined benefit pension scheme liability	25		<u>(3,348,000)</u>		<u>(4,375,000)</u>
<b>Total net assets</b>			<u>25,341,394</u>		<u>25,902,904</u>
<b>Funds of the academy trust:</b>					
<b>Restricted funds</b>					
Fixed asset fund	16	22,414,627		23,158,349	
Restricted Income Fund	16	1,373,029		2,092,004	
Pension reserve	16	<u>(3,348,000)</u>		<u>(4,375,000)</u>	
<b>Total restricted funds</b>			<u>20,439,657</u>		<u>20,875,353</u>
Unrestricted income funds	16		<u>4,901,737</u>		<u>5,027,552</u>
<b>Total funds / (deficit)</b>			<u>25,341,394</u>		<u>25,902,905</u>

The financial statements on pages 29 to 57 were approved by the trustees, and authorised for issue on 11 December 2024 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 2024

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	Notes	2024 £	2023 £
Cash flows from operating activities			
Net cash used in operating activities	20	(2,208,330)	(330,141)
Cash flows from investing activities	21	1,880,774	3,673,727
Change in cash and cash equivalents in the reporting period		<u>(327,556)</u>	<u>3,343,586</u>
Cash and cash equivalents at 1 September 2023		11,990,805	8,647,219
Cash and cash equivalents at 31 August 2024	22	<u>11,663,249</u>	<u>11,990,805</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 2023 to 2024 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 no 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.

##### 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.

### 1 Statement of Accounting Policies (continued)

#### (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
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.

#### (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.

## 1 Statement of Accounting Policies (continued)

### (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 trustee.

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.

#### *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 2022 has been used by the actuary in valuing the pensions liability at 31 August 2024. 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.

##### Impairment of tangible fixed assets

As set out in Note 1(f) the fixed assets of the academy trust are reviewed where management become aware of events or changes in circumstances that indicate that the carrying value of any fixed asset may not be recoverable. Where such indicators are identified management undertakes an impairment review to estimate the recoverable amount of the asset and to compare this to the carrying value in the financial statements. Shortfalls between the carrying value of fixed assets and their recoverable amounts are recognised as impairment losses in the Statement of Financial Activities. The academy trust receives valuations from the Department of Education in respect of the land and buildings occupied by its schools prepared by a firm of chartered surveyors for the public sector reporting purposes. While the academy trust has not adopted a policy of revaluation in respect of these assets, it is the judgement of management that where the fair value estimated in these valuations is significantly less than the carrying value in the academy trust's own financial statements, is considered to be an indication of impairment and the most relevant measure of the recoverable amount. Therefore, this remains an area where future valuations may indicate further impairment charges to be recognised in the financial statements.

# Oxford Diocesan Schools Trust

Notes to the Financial Statements (continued)  
For the year ended 31 August 2024

## 2 Donations and capital grants

	Unrestricted Funds £	Restricted General Funds £	Restricted Fixed Asset Funds £	Total 2024 £	Total 2023 £
Donations	729,174	-	20,000	749,174	939,915
Capital Grants	-	-	2,627,697	2,627,697	4,234,641
<b>2023/24 total</b>	<b>729,174</b>	<b>-</b>	<b>2,647,697</b>	<b>3,376,871</b>	<b>5,174,556</b>
<b>2022/23 total</b>	<b>498,864</b>	<b>66,658</b>	<b>4,609,034</b>	<b>5,174,556</b>	

## 3 Funding for the Academy Trust's educational operations

	Unrestricted Funds £	Restricted General Funds £	Restricted Fixed Asset Funds £	Total 2024 £	Total 2023 £
<b>DfE / ESFA grants</b>					
General Annual Grant (GAG)	-	42,457,166	-	42,457,166	39,691,037
Other DfE / ESFA grants					
UJFSM	-	1,195,797	-	1,195,797	1,148,738
Pupil premium	-	2,394,650	-	2,394,650	2,262,366
Start Up/School improvement grants	-	50,000	-	50,000	185,000
Others	-	3,799,186	-	3,799,186	2,759,092
	-	49,896,799	-	49,896,799	46,046,233
<b>Other Government grants</b>					
Local authority grants	-	4,492,376	-	4,492,376	3,869,947
	-	4,492,376	-	4,492,376	3,869,947
Catering income	678,635	-	-	678,635	639,790
Other income from educational operations	674,662	252,872	-	927,534	670,122
	1,353,297	252,872	-	1,606,169	1,309,912
<b>Exceptional government funding</b>					
Covid recovery premium / catch up funding	-	-	-	-	217,799
National Tutoring Grants	-	-	-	-	152,237
Other	-	-	-	-	1,465
	-	-	-	-	371,501
<b>Total</b>	<b>1,353,297</b>	<b>54,642,047</b>	<b>-</b>	<b>55,995,344</b>	<b>51,597,593</b>
<b>2022/23 total</b>	<b>1,240,775</b>	<b>50,356,818</b>	<b>-</b>	<b>51,597,593</b>	

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

## 4 Other trading activities

	Unrestricted Funds £	Restricted General Funds £	Restricted Fixed Asset Funds £	Total 2024 £	Total 2023 £
Hire of facilities	126,249	-	-	126,249	123,169
Extended services	1,222,045	-	-	1,222,045	1,299,351
Adult catering	10,556	-	-	10,556	10,508
Other income	390,638	-	-	390,638	533,753
<b>Total</b>	<b>1,749,488</b>	<b>-</b>	<b>-</b>	<b>1,749,488</b>	<b>1,966,781</b>
<b>2022/23 total</b>	<b>1,966,781</b>	<b>-</b>	<b>-</b>	<b>1,966,781</b>	

# Oxford Diocesan Schools Trust

Notes to the Financial Statements (continued)  
For the year ended 31 August 2024

## 5 Investment Income

	Unrestricted Funds £	Restricted General Funds £	Restricted Fixed Asset Funds £	Total 2024 £	Total 2023 £
Short term deposits	43,463	-	-	43,463	1,109
<b>Total</b>	<b>43,463</b>	<b>-</b>	<b>-</b>	<b>43,463</b>	<b>1,109</b>
<b>2022/23 total</b>	<b>1,109</b>	<b>-</b>	<b>-</b>	<b>1,109</b>	

## 6 Expenditure

	Staff Costs £	Non Pay Premises £	Expenditure Other £	Total 2024 £
<b>Current year</b>				
Expenditure on raising funds	690,103	-	182,275	872,378
Grants	-	3,042,119	-	3,042,119
Academy's educational operations				
Direct costs	39,431,715	-	4,914,487	44,346,202
Allocated support costs	6,912,892	4,078,284	3,634,251	14,625,427
	<b>47,034,710</b>	<b>7,120,403</b>	<b>8,731,013</b>	<b>62,886,126</b>

	Staff Costs £	Non Pay Premises £	Expenditure Other £	Total 2023 £
<b>Previous year</b>				
Expenditure on raising funds	609,948	-	55,151	665,099
Grants	-	2,311,005	-	2,311,005
Academy's educational operations				
Direct costs	34,605,283	-	3,116,832	37,722,115
Allocated support costs	7,983,182	3,613,958	5,611,104	17,208,244
	<b>43,198,413</b>	<b>5,924,963</b>	<b>8,783,087</b>	<b>57,906,463</b>

Net income/(expenditure) for the period includes:

	2024 £	2023 £
Operating lease rentals	58,781	34,744
Depreciation	801,098	666,133
Fees payable to auditor for:		
Audit	46,680	43,025
Other services	11,810	13,625

Included within expenditure are the following transactions.

	Total £	Individual items above £5,000 Amount £	Reason
Debt write offs	2,260	-	n/a

## 7 Analysis of grants

	Unrestricted Funds £	Restricted General Funds £	Restricted Fixed Asset Funds £	Total 2024 £	Total 2023 £
Improvements to property owned by church land trustees occupied by the academy trust	-	-	3,042,119	3,042,119	2,311,005
<b>Total</b>	<b>-</b>	<b>-</b>	<b>3,042,119</b>	<b>3,042,119</b>	<b>2,311,005</b>
<b>2022/23 total</b>	<b>-</b>	<b>-</b>	<b>2,311,005</b>	<b>2,311,005</b>	

# Oxford Diocesan Schools Trust

Notes to the Financial Statements (continued)  
For the year ended 31 August 2024

## 8 Charitable Activities

	Total 2024 £	Total 2023 £
Direct costs - educational operations	44,346,202	32,878,560
Support costs - educational operations	14,625,427	20,389,484
	<u>58,971,629</u>	<u>53,268,044</u>

### Analysis of support costs

	Educational operations £	Total 2024 £	Total 2023 £
Support staff costs	6,912,892	6,912,892	7,983,182
Depreciation	801,098	801,098	666,133
Technology costs	866,941	866,941	658,296
Premises costs	3,662,070	3,662,070	3,254,082
Legal costs - conversion	8,035	8,035	18,382
Legal costs - others	8,376	8,376	8,058
Other support costs	2,319,368	2,319,368	4,529,424
Governance costs	46,647	46,647	90,686
	<u>14,625,427</u>	<u>14,625,427</u>	<u>17,208,243</u>

## 9 Staff

### a. Staff costs

	2024 £	2023 £
Staff costs during the period were:		
Wages and salaries	34,650,171	31,667,103
Social security costs	3,148,766	2,719,693
Operating costs of defined benefit pension schemes	7,936,582	7,678,496
Apprenticeship Levy	159,933	144,268
	<u>45,895,452</u>	<u>42,209,560</u>
Supply staff costs	1,091,819	949,554
Staff restructuring costs	47,439	39,299
	<u>47,034,710</u>	<u>43,198,413</u>
Staff restructuring costs comprise:		
Redundancy and other termination payments	38,437	-
Severance payments	9,002	39,229
	<u>47,439</u>	<u>39,229</u>

### b. Non statutory/non contractual staff severance payments

Included in staff restructuring costs are non-statutory/non-contractual severance payments totalling £9,002 (2023: £39,299). Individually, the payments were £5,125 and £3,877

### c. Staff numbers

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

	2024 No.	2023 No.
Teachers	498	542
Management, Administration & Support staff	968	926
	<u>1,466</u>	<u>1,468</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:

	2024 No.	2023 No.
£60,001 - £70,000	11	12
£70,001 - £80,000	16	18
£80,001 - £90,000	8	1
£90,001 - £100,000	2	1
£110,001 - £120,000	1	-
£120,001 - £130,000	1	1

### e. Key management personnel

The key management personnel of the academy trust includes the trustees and the five individuals (2023: five) 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 £454,909 (2023: £448,583).

# Oxford Diocesan Schools Trust

Notes to the Financial Statements (continued)  
For the year ended 31 August 2024

## 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;  
Premises management support;  
Accountancy and financial management support

The trust charges for these services on the following basis:

5% of the Academy's GAG for the period to 31 August 2023

The actual amounts charged during the year were as follows:

	2024	2023
	£	£
John Henry Newman C of E Academy, Littlemore	80,633	72,762
Grove C of E Primary School	45,355	47,198
The Hendreds C of E Primary School	34,187	32,532
St Christopher's C of E Primary School, Cowley	81,362	77,697
Wheatley C of E Primary School	61,985	57,790
St Peter's C of E Middle School, Old Windsor	86,904	77,404
Burchetts Green C of E Infants School	16,462	16,379
St Luke's C of E Primary School, Maidenhead	76,284	71,033
The Blake C of E Primary School, Witney	77,379	77,623
St Christopher's C of E Primary School, Langford	32,822	29,841
St Peter's C of E Primary School, Alvescot	27,096	25,591
North Leigh C of E Primary School	41,407	41,973
Bampton C of E Primary School	41,146	39,221
The Batt C of E Primary School, Witney	70,949	69,093
Burford Primary School	33,789	29,822
Brize Norton Primary School	32,689	31,738
Holyport C of E Primary School	51,938	50,334
St Mary's C of E Infants School, Witney	22,286	21,151
Deddington C of E Primary School	43,220	41,453
Dr South's C of E Primary School, Islip	24,224	23,969
Datchet St Mary's C of E Primary Academy	51,224	48,561
Kidmore End C of E Primary School	38,088	34,094
Leaffield C of E Primary School	26,415	25,284
South Moreton Primary School	32,417	31,768
Dr Radcliffe's C of E Primary School, Steeple Aston	43,321	41,286
Tackley C of E Primary School	32,337	33,896
Wroxton C of E Primary School	28,667	25,581
North Hinksey C of E Primary School	44,446	44,143
St Mary's C of E Primary School, Banbury	50,970	48,897
Northbourne C of E Primary School	70,443	65,910
St Nicholas C of E Primary School, Wallingford	38,624	36,993
Fir Tree Junior School, Wallingford	52,979	47,435
Wootton-by-Woodstock C of E Primary School	-	5,681
Benson C of E Primary School	55,628	51,820
Blewbury C of E Primary School	32,042	30,672
Christopher Rawlins C of E Primary School	51,747	51,393
Tyndale Community School	84,048	79,258
St Frideswide C of E Primary School	68,545	67,044
New Christ Church C of E Primary School, Reading	49,915	45,179
New Town Primary School, Reading	90,034	78,883
St John's C of E Primary, Reading	96,288	84,320
St Laurence C of E Primary School, Warborough	27,240	22,945
All Saints C of E Junior School, Maidenhead	52,084	36,720
St Francis C of E Primary School, Oxford	23,240	-
	<b>2,122,858</b>	<b>1,972,367</b>

## 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: 2024: £125,001-£130,000 (2023: £120,000- £125,001) Employer's pension contributions: 2024: £25,001 - £30,000 (2023: £20,000 - 25,000)
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During the period ended 31 August 2024, £2,223 were reimbursed or paid directly to 8 trustees for travel expenses. In the previous year, £2,605 were reimbursed or paid directly to 7 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 2024

## 13 Tangible Fixed Assets

	Long Leasehold Land £	Long Leasehold Buildings £	Plant and Machinery £	Computer Equipment £	IT infra- structure and systems £	Total £
<b>Cost</b>						
At 1 September 2023	10,814,356	12,254,745	1,244,819	1,634,043	115,575	26,063,538
Transfer from existing academy trust	-	-	-	3,698	-	3,698
Additions		320,029	215,900	215,842	58,614	810,385
At 31 August 2024	<u>10,814,356</u>	<u>12,574,774</u>	<u>1,460,719</u>	<u>1,853,583</u>	<u>174,189</u>	<u>26,877,621</u>
<b>Depreciation</b>						
At 1 September 2023 (as previously stated)	<u>1,096,157</u>	<u>1,966,928</u>	<u>942,585</u>	<u>1,200,249</u>	<u>52,126</u>	<u>5,258,045</u>
At 1 September 2023 (as restated)	1,096,157	1,966,928	942,585	1,200,249	52,126	5,258,045
Charged in year	87,874	328,340	118,761	239,106	27,017	801,098
At 31 August 2024	<u>1,184,031</u>	<u>2,295,268</u>	<u>1,061,346</u>	<u>1,439,355</u>	<u>79,143</u>	<u>6,059,143</u>
<b>Net book values</b>						
At 31 August 2024	<u>9,630,325</u>	<u>10,279,506</u>	<u>399,373</u>	<u>414,228</u>	<u>95,047</u>	<u>20,818,478</u>
At 31 August 2023	<u>9,718,199</u>	<u>10,287,817</u>	<u>302,234</u>	<u>433,794</u>	<u>63,449</u>	<u>20,805,493</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

	2024 £	2023 £
Trade debtors	462,219	425,884
VAT recoverable	728,836	1,135,709
Other debtors	34,836	20,610
Prepayments and accrued income	1,373,767	1,250,137
	<u>2,599,659</u>	<u>2,832,339</u>

## 15 Creditors: Amounts falling due within one year

	2024 £	2023 £
Trade creditors	1,618,877	999,774
Other taxation and social security	720,088	635,908
Other creditors	927,066	761,033
Accruals and deferred income	3,125,961	2,954,018
	<u>6,391,992</u>	<u>5,350,733</u>
<b>Deferred income</b>		
	2024 £	2023 £
Deferred income at 1 September	1,447,901	1,308,480
Released from previous years	(1,447,901)	(1,308,480)
Resources deferred in the year	1,714,614	1,447,901
Deferred income at 31 August	<u>1,714,614</u>	<u>1,447,901</u>

The majority of the balance of the deferred income at 31 August 2024 relates to funds received in 2024 for Universal Infant Free School Meals and Special Education Needs Top Up grants which will be utilised in the year ended 31 August 2025.

# Oxford Diocesan Schools Trust

Notes to the Financial Statements (continued)  
For the year ended 31 August 2024

16 Funds	As restated Balance at 1 September 2023	Income	Expenditure	Gains, Losses & Transfers	Balance at 31 August 2024
	£	£	£	£	£
<b>Restricted general funds</b>					
General Annual Grant (GAG)	1,510,882	42,457,165	(45,604,564)	2,765,511	1,128,994
Pupil premium	43,850	2,394,650	(2,260,646)	-	177,854
UIFSM	-	1,195,797	(1,195,797)	-	0
Start Up Grants/School Improvement Grants	24,200	50,000	(74,200)	-	0
Other DfE / ESFA grants	348,889	3,799,186	(4,133,913)	-	14,162
Coronavirus government support funding	-	-	-	-	0
Local Authority grants	98,486	4,492,376	(4,590,862)	-	0
Other restricted funds	65,696	252,872	(266,549)	-	52,019
Pension reserve	(4,375,000)	-	(292,000)	1,319,000	(3,348,000)
	<u>(2,282,997)</u>	<u>54,642,047</u>	<u>(58,418,531)</u>	<u>4,084,511</u>	<u>(1,974,971)</u>
<b>Restricted fixed asset funds</b>					
Transfer on conversion and from existing trusts	18,094,903	-	(801,098)	3,446	17,297,251
DfE Group capital grants transferred on conversion	113,994	-	19,189	(96,822)	36,361
DfE Group capital grants	1,725,604	2,043,063	-	(2,431,357)	1,337,310
LA capital grants	46,380	584,634	-	(634,106)	(3,092)
Other Capital donations	466,752	20,000	-	(261,182)	225,570
Capital expenditure treated as grants to Site Trustees	-	-	(3,042,119)	3,042,119	-
Fixed assets purchased with capital grants	2,710,716	-	-	810,511	3,521,227
	<u>23,158,349</u>	<u>2,647,697</u>	<u>(3,824,028)</u>	<u>432,609</u>	<u>22,414,627</u>
<b>Total restricted funds</b>	<u>20,875,352</u>	<u>57,289,744</u>	<u>(62,242,559)</u>	<u>4,517,120</u>	<u>20,439,656</u>
<b>Unrestricted funds</b>					
Unrestricted funds	5,027,552	3,875,422	(803,116)	(3,198,120)	4,901,737
<b>Total unrestricted funds</b>	<u>5,027,552</u>	<u>3,875,422</u>	<u>(803,116)</u>	<u>(3,198,120)</u>	<u>4,901,737</u>
<b>Total funds</b>	<u>25,902,904</u>	<u>61,165,166</u>	<u>(63,045,676)</u>	<u>1,319,000</u>	<u>25,341,394</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 2024.

#### 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 previous 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.

#### LA Capital Grants

This relates to S106 capital grants and associated capital spend.

#### Other Capital donations

This relates to monies donated to the academy trust for the building of a music block at Wroxton CE Primary School and the new hub building at John Henry Newman

#### 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 2024

## 16 Funds (continued)

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

	Balance at 1 September 2022 £	Income £	Expenditure £	Gains, Losses & Transfers £	Balance at 31 August 2023 £
<b>Restricted general funds</b>					
General Annual Grant (GAG)	914,690	39,691,037	(39,094,845)	-	1,510,882
Pupil premium	271,957	2,262,366	(2,490,473)	-	43,850
UIFSM	-	1,148,738	(1,148,738)	-	-
Start Up Grants/School Improvement Grants	68,004	185,000	(228,804)	-	24,200
Other DfE / ESFA grants	299,050	2,759,092	(2,709,253)	-	348,889
Coronavirus government support funding	98,207	371,501	(469,708)	-	-
Local Authority grants	12,011	3,869,947	(3,783,472)	-	98,486
Other restricted funds	140,809	135,795	(210,908)	-	65,696
Pension reserve	(8,489,000)	-	(1,566,000)	5,680,000	(4,375,000)
	<u>(6,684,272)</u>	<u>50,423,476</u>	<u>(51,702,201)</u>	<u>5,680,000</u>	<u>(2,282,997)</u>
<b>Restricted fixed asset funds</b>					
Transfer on conversion and from existing trusts	18,744,145	-	(649,242)	-	18,094,903
DfE Group capital grants transferred on conversion	47,259	-	66,735	-	113,994
DfE Group capital grants	651,965	3,580,578	-	(2,506,939)	1,725,604
LA capital grants	-	654,063	-	(607,683)	46,380
Other capital donations	225,284	374,393	-	(132,925)	466,752
Capital expenditure treated as grants to Site Trustees	-	-	(2,311,005)	2,311,005	-
Fixed assets purchased with capital grants	1,774,174	-	-	936,542	2,710,716
	<u>21,442,827</u>	<u>4,609,034</u>	<u>(2,893,512)</u>	<u>-</u>	<u>23,158,349</u>
<b>Total restricted funds</b>	<u>14,758,555</u>	<u>55,032,510</u>	<u>(54,595,713)</u>	<u>5,680,000</u>	<u>20,875,352</u>
<b>Unrestricted funds</b>					
Unrestricted funds	4,766,640	3,707,529	(3,446,617)	-	5,027,552
<b>Total unrestricted funds</b>	<u>4,766,640</u>	<u>3,707,529</u>	<u>(3,446,617)</u>	<u>-</u>	<u>5,027,552</u>
<b>Total funds</b>	<u>19,525,195</u>	<u>58,740,039</u>	<u>(58,042,330)</u>	<u>5,680,000</u>	<u>25,902,904</u>

# Oxford Diocesan Schools Trust

Notes to the Financial Statements (continued)  
For the year ended 31 August 2024

## 16 Funds (continued)

### Analysis of academies by fund balance

Fund balances at 31 August 2024 were allocated as follows:

	Total 2024 £	Total 2023 £
John Henry Newman C of E Academy, Littlemore	129,191	148,444
Grove C of E Primary School	41,055	65,433
The Hendreds C of E Primary School	331,132	284,260
St Christopher's C of E Primary School, Cowley	497,207	516,228
Wheatley C of E Primary School	394,950	336,217
St Peter's C of E Middle School, Old Windsor	143,481	272,130
Burchetts Green C of E Infants School	15,457	95,617
St Luke's C of E Primary School, Maidenhead	304,926	265,608
The Blake C of E Primary School, Witney	62,100	153,908
St Christopher's C of E Primary School, Langford	115,937	122,385
St Peter's C of E Primary School, Alvescot	80,112	67,533
North Leigh C of E Primary School	63,001	104,285
Bampton C of E Primary School	23,782	39,375
The Batt C of E Primary School, Witney	83,699	91,802
Burford Primary School	81,375	47,114
Brize Norton Primary School	74,047	72,911
Holyport C of E Primary School	85,676	210,981
St Mary's C of E Infants School, Witney	13,764	56,574
Deddington C of E Primary School	91,333	91,390
Dr South's C of E Primary School, Islip	52,005	61,611
Datchet St Mary's C of E Primary Academy	153,696	177,620
Kidmore End C of E Primary School *	(214,310)	(108,209)
Leaffield C of E Primary School	13,755	118,538
South Moreton Primary School	261,199	205,247
Dr Radcliffe's C of E Primary School, Steeple Aston	55,052	83,497
Tackley C of E Primary School	47,286	94,363
Wroxton C of E Primary School	78,562	34,112
North Hinksey C of E Primary School	66,711	106,668
St Mary's C of E Primary School, Banbury	587,932	492,658
Northbourne C of E Primary School	273,499	217,961
St Nicholas C of E Primary School, Wallingford	65,809	63,181
Fir Tree Junior School, Wallingford	34,223	13,224
Wootton-by-Woodstock C of E Primary School***	-	-
Benson C of E Primary School	242,482	225,728
Blewbury C of E Primary School	8,059	5,493
Christopher Rawlins C of E Primary School	102,143	86,916
Tyndale Community School	72,920	235,567
St Frideswide C of E Primary School	206,377	213,819
New Christ Church C of E Primary School, Reading**	(25,257)	37,271
New Town Primary School, Reading	216,965	137,183
St John's C of E Primary, Reading	404,559	351,211
St Laurence C of E Primary School, Warborough	32,112	19,166
All Saints C of E Junior School, Maidenhead	36,265	127,768
St Francis C of E Primary School, Oxford	19,360	-
Central services	851,229	1,076,764
<b>Total before fixed assets and pension reserve</b>	<b>6,274,858</b>	<b>7,119,556</b>
Restricted fixed asset fund	22,414,627	23,158,349
Pension reserve	(3,348,000)	(4,375,000)
<b>Total</b>	<b>25,341,485</b>	<b>25,902,905</b>

\* Kidmore End C of E Primary School has had interim leadership arrangement in place this financial year, due to staff absence, which has contributed to the financial pressures this school has been facing. The Trust's school improvement and central finance teams continue to work closely with the leadership team in this school, to ensure all measures are being taken to maintain the highest standards whilst working towards a sustainable balanced budget and structure.

\*\* New Christ Church C of E Primary School has a mobile demographic with a lot of high needs that have contributed to the financial pressures the school has been facing. The Trust's school improvement and central finance teams continue to work closely with the leadership in this school, to ensure all measures are being taken to maintain the highest standards whilst working towards a sustainable balanced budget. The school is set to receive additional SEND funding from the LA and combined with a robust budget review the school is set to make a surplus in 2024/25 and will look to clear the deficit balance in the next 12-18 months.

\*\*\* Wootton by Woodstock CE Primary School closed on 31st August 2023.

# Oxford Diocesan Schools Trust

Notes to the Financial Statements (continued)  
For the year ended 31 August 2024

## 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 2024	Total 2023
	£	£	£	£	£	£
John Henry Newman C of E Academy, Littlemore	1,673,849	285,596	39,885	395,281	2,394,611	2,045,776
Grove C of E Primary School	856,177	116,111	31,747	222,728	1,226,763	1,136,411
The Hendreds C of E Primary School	586,707	55,747	10,753	248,582	901,789	826,137
St Christopher's C of E Primary School, Cowley	1,643,261	222,371	23,575	412,676	2,301,883	2,129,374
Wheatley C of E Primary School	1,125,311	117,051	21,480	413,200	1,677,042	1,399,489
St Peter's C of E Middle School, Old Windsor	1,444,235	283,273	52,808	518,235	2,298,551	1,862,471
Burchetts Green C of E Infants School	349,844	54,476	11,695	112,793	528,808	471,465
St Luke's C of E Primary School, Maidenhead	1,404,985	201,770		504,210	2,110,965	1,977,616
The Blake C of E Primary School, Witney	1,543,843	206,772	21,376	462,160	2,234,151	2,018,594
St Christopher's C of E Primary School, Langford	597,685	90,536	21,291	233,820	943,332	810,572
St Peter's C of E Primary School, Alvescot	488,339	44,312	20,053	185,627	738,331	646,507
North Leigh C of E Primary School	787,010	83,126	21,270	260,850	1,152,256	1,044,938
Bampton C of E Primary School	782,571	114,806	24,606	236,960	1,158,943	1,074,614
The Batt C of E Primary School, Witney	1,338,509	96,738	40,506	336,518	1,811,971	1,672,336
Burford Primary School	613,819	83,486	39,725	187,070	924,100	842,811
Brize Norton Primary School	574,107	71,625	16,869	222,547	885,148	702,289
Holyport C of E Primary School	1,040,517	75,706	48,213	384,934	1,549,370	1,452,429
St Mary's C of E Infants School, Witney	392,190	14,814	10,550	143,273	560,827	528,875
Deddington C of E Primary School	808,659	69,149	29,227	274,444	1,181,479	1,074,349
Dr South's C of E Primary School, Islip	581,505	77,859	8,212	148,593	816,169	709,216
Datchet St Mary's C of E Primary Academy	939,304	123,264	22,959	305,974	1,391,501	1,151,321
Kidmore End C of E Primary School	761,476	81,364	13,054	273,741	1,129,635	1,036,921
Leafield C of E Primary School	525,736	58,602	22,350	177,716	784,404	694,420
South Moreton Primary School	539,553	110,470	28,890	145,912	824,825	769,809
Dr Radcliffe's C of E Primary School, Steeple Aston	865,934	107,455	14,652	269,468	1,257,509	1,147,502
Tackley C of E Primary School	671,505	48,557	29,745	217,936	967,743	671,538
Wroxton C of E Primary School	446,142	48,817	26,102	157,032	678,093	576,768
North Hinksey C of E Primary School	782,348	65,748	20,685	297,524	1,166,305	1,032,909
St Mary's C of E Primary School, Banbury	926,538	74,126	22,872	308,854	1,332,390	1,283,747
Northbourne C of E Primary School	1,355,880	168,258	31,490	389,253	1,944,881	1,892,596
St Nicholas C of E Primary School, Wallingford	775,195	89,427	8,259	285,041	1,157,922	1,053,055
Fir Tree Junior School, Wallingford	943,758	183,150	11,094	275,497	1,413,499	1,303,866
Wootton-by-Woodstock C of E Primary School	-	-	-	-	-	280,855
Benson C of E Primary School	1,102,913	191,376	13,504	273,230	1,581,023	1,393,727
Blewbury C of E Primary School	568,318	56,461	6,838	207,256	838,873	699,012
Christopher Rawlins C of E Primary School	997,906	84,496	25,243	276,306	1,383,951	1,225,279
Tyndale Community School	1,574,443	207,958	43,362	418,655	2,244,418	2,056,114
St Frideswide C of E Primary School	1,366,412	308,660	39,204	548,207	2,262,483	2,047,400
New Christ Church C of E Primary School, Reading	856,829	140,614	50,051	427,888	1,475,382	2,007,838
New Town Primary School, Reading	1,510,759	139,518	81,257	568,930	2,300,464	2,176,554
St John's C of E Primary, Reading	1,514,598	8,698	50,810	835,429	2,409,535	1,218,686
St Laurence C of E Primary School, Warborough	464,425	48,175	9,722	152,084	674,406	605,695
All Saints C of E Junior School, Maidenhead	883,200	120,010	31,471	344,183	1,378,864	803,011
St Francis C of E Primary School, Oxford	480,024	55,049	6,578	134,530	676,181	-
Central services	134,479	1,531,363	3,800	1,700,609	3,370,251	3,001,433
Academy Trust	39,620,798	6,416,940	1,107,833	14,895,456	62,041,027	54,556,325

## 17 Analysis of Net Assets between Funds

Fund balances at 31 August 2024 are represented by:

	Unrestricted Funds	Restricted General Funds	Restricted Fixed Asset Funds	Total Funds
	£	£	£	£
Tangible fixed assets	-	-	20,818,478	20,818,478
Current assets	4,901,737	7,765,022	1,596,149	14,262,908
Current liabilities	-	(6,391,992)	-	(6,391,992)
Pension scheme liability	-	(3,348,000)	-	(3,348,000)
<b>Total net assets/(liabilities)</b>	<b>4,901,737</b>	<b>(1,974,971)</b>	<b>22,414,627</b>	<b>25,341,394</b>

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

	Unrestricted Funds	Restricted General Funds	Restricted Fixed Asset Funds	Total Funds
	£	£	£	£
Tangible fixed assets	-	-	20,805,493	20,805,493
Current assets	5,027,552	7,489,243	2,306,350	14,823,145
Current liabilities	-	(5,350,733)	-	(5,350,733)
Pension scheme liability	-	(4,375,000)	-	(4,375,000)
<b>Total net assets/(liabilities)</b>	<b>5,027,552</b>	<b>(2,236,490)</b>	<b>23,111,843</b>	<b>25,902,905</b>

# Oxford Diocesan Schools Trust

Notes to the Financial Statements (continued)  
For the year ended 31 August 2024

## 18 Capital Commitments

	2024 £	2023 £
Contracted for, but not provided in the financial statements	<u>241,089</u>	<u>464,376</u>

## 19 Commitments under operating leases

### Operating Leases

At 31 August 2024 the total of the academy trust's future minimum lease payments under non-cancellable operating leases was:

	2024 £	2023 £
Amounts due within one year	130,329	52,671
Amounts due between one and five years	353,712	143,876
Amounts due over five years	<u>122,769</u>	<u>139,953</u>
	<u>606,811</u>	<u>336,500</u>

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

	2024 £	2023 £
Net (expenditure)/income for the reporting period (as per the Statement of Financial Activities)	(1,880,510)	697,709
Adjusted for:		
Depreciation charges (note 13)	801,098	666,133
Capital grants from DfE and other capital income	(2,647,697)	(4,609,034)
Interest receivable (note 4)	(43,463)	(1,109)
Fixed assets transferred from Local Authority on conversion	(3,698)	(16,891)
Defined benefit pension scheme cost less contributions paid (see note 25)	(170,000)	890,000
Defined benefit pension scheme finance costs (see note 25)	214,000	373,000
LGPS deficit transferred on conversions and from existing academy trusts	248,000	303,000
(Increase)/decrease in debtors	232,680	1,145,632
(Decrease)/increase in creditors	1,041,260	221,419
<b>Net Cash (used in)/ provided by Operating Activities</b>	<u>(2,208,330)</u>	<u>(330,141)</u>

## 21 Cash flow from Investing Activities

	2024 £	2023 £
Dividends, interest and rents from investments	43,462	1,109
Purchase of tangible fixed assets	(810,385)	(936,416)
Capital grants and other capital income	2,647,697	4,609,034
<b>Net cash provided by Investing Activities</b>	<u>1,880,774</u>	<u>3,673,727</u>

## 22 Analysis of cash and cash equivalents

	At 31 August 2024 £	At 31 August 2023 £
Cash in hand and at bank	<u>11,663,249</u>	<u>11,990,805</u>
	<u>11,663,249</u>	<u>11,990,805</u>

## 23 Analysis of changes in net debt

	At 1 September 2023 £	Cash flows £	Other non- cash changes £	At 31 August 2024 £
Cash	11,990,805	(327,556)	-	11,663,249
<b>Total</b>	<u>11,990,805</u>	<u>(327,556)</u>	<u>-</u>	<u>11,663,249</u>

## 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 2020 and of the LGPS to the period ended 31 March 2022.

Contributions amounting to £927,773 (2023: £762,977) were payable to the schemes at 31 August 2024 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 consultation are:

- Employer contribution rates set at 28.68% of pensionable pay (including a 0.08% employer administration levy)
- 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%.

The 2020 valuation result was implemented from 1 April 2024.

The employer's pension costs paid to TPS in the period amounted to £4,914,546 (2023: £4,143,126).

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.

# Oxford Diocesan Schools Trust

Notes to the Financial Statements (continued)  
For the year ended 31 August 2024

## 25 Pension and Similar Obligations (continued)

### Local Government Pension Schemes

The LGPSs 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 2024 was £3,974,446 (2023: £3,506,105), of which employer's contributions totalled £3,113,009 (2023: £2,728,111) and employees' contributions totalled £861,437 (2023: £777,994). The agreed minimum employer contribution rate in respect of the Oxfordshire County Council Pension Fund is 20.2% since April 2023 and in respect of the Royal County of Berkshire Pension fund is 22.6% since April 2023.

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 2024	At 31 August 2023	At 31 August 2024	At 31 August 2023
Rate of increase in salaries	2.65%	2.95%	3.80%	3.85%
Rate of increase for pensions in payment/inflation	2.65%	2.95%	2.80%	2.85%
Discount rate for scheme liabilities	5.00%	5.20%	5.10%	5.30%
Commutation of pensions to lump sums		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 2024	At 31 August 2024	At 31 August 2024	At 31 August 2023
<i>Retiring today</i>				
Males	22.8	23.5	20.7	20.7
Females	24.2	24.8	23.6	23.6
<i>Retiring in 20 years</i>				
Males	22.5	23.1	22	22.2
Females	25.7	26.1	25	25.3

Sensitivity analysis	Impact on present value of pension liabilities		Impact on present value of pension liabilities	
	At 31 August 2024 £'000's	At 31 August 2023 £'000's	At 31 August 2024 £'000's	At 31 August 2023 £'000's
Discount rate +0.1%	781	(659)	201	(175)
Discount rate -0.1%	(781)	659	(207)	180
Mortality assumption: 1 year increase	1,327	1,127	(293)	255
Mortality assumption: 1 year decrease	(1,327)	(1,127)	285	(248)
Adjustment to long term salary increases +0.1%	23	40	(9)	9
Adjustment to long term salary increases -0.1%	(23)	(40)	9	(9)
Adjustment to pension increases and deferred revaluation +0.1%	775	633	(202)	175
Adjustment to pension increases and deferred revaluation -0.1%	(775)	(633)	197	(171)

The academy's share of the assets in the scheme were:	Oxfordshire County Council		Royal County of Berkshire	
	Fair value at 31 August 2024 £	Fair value at 31 August 2023 £	Fair value at 31 August 2024 £	Fair value at 31 August 2023 £
Equities	22,710,000	18,326,160	5,943,000	5,101,000
Other bonds	5,677,000	4,072,480	701,000	958,000
Property	2,839,000	2,545,300	189,000	753,000
Cash	315,000	509,060	-	59,000
Credit	-	-	1,223,000	-
Infrastructure	-	-	1,023,000	1,014,000
Longevity insurance	-	-	(426,000)	(370,000)
<b>Total market value of assets</b>	<b>31,541,000</b>	<b>25,453,000</b>	<b>8,653,000</b>	<b>7,515,000</b>

# Oxford Diocesan Schools Trust

Notes to the Financial Statements (continued)  
For the year ended 31 August 2024

## 25 Pension and Similar Obligations (continued)

Amounts recognised in the statement of financial activities	2024 £	2023 £
Current service cost	2,820,000	3,650,000
Past service costs	-	-
Net interest cost	214,000	373,000
Admin expenses	6,000	5,000
Loss on assumption of net liabilities on business combinations	248,000	303,000
<b>Total operating charge</b>	<b>3,288,000</b>	<b>4,331,000</b>

Remeasurement of net defined benefit obligation	2024 £	2023 £
Return on fund assets in excess of interest	1,753,000	(1,208,000)
Other actuarial gains/(losses) on assets	-	896,000
Change in financial assumptions	499,000	10,389,000
Change in demographic assumptions	86,000	1,065,000
Experience gain/(loss) on defined benefit obligation	(1,019,000)	(5,462,000)
<b>Actuarial gain/(loss) on defined benefit pension schemes</b>	<b>1,319,000</b>	<b>5,680,000</b>

Changes in the present value of defined benefit obligations were as follows:	2024 £	2023 £
<b>At 1 September</b>	<b>37,343,000</b>	<b>36,940,000</b>
Current service cost	2,820,000	3,650,000
Interest cost	2,028,000	1,661,000
Change in financial assumptions	(499,000)	(10,389,000)
Change in demographic assumptions	(86,000)	(1,065,000)
Experience gain on defined benefit obligation	1,019,000	5,462,000
Employee contributions	859,000	776,000
Estimated benefits paid net of transfers in	(655,000)	(537,000)
Liabilities assumed on settlements	-	-
Past service costs	-	-
Effect of business combinations and disposals	713,000	845,000
<b>At 31 August</b>	<b>43,542,000</b>	<b>37,343,000</b>

Changes in the fair value of academy's share of scheme assets:	2024 £	2023 £
<b>At 1 September</b>	<b>32,968,000</b>	<b>28,451,000</b>
Interest on assets	1,814,000	1,288,000
Return on assets less interest	1,753,000	(1,208,000)
Other actuarial gains/(losses)	-	896,000
Administration expenses	(6,000)	(5,000)
Contributions by employer including unfunded	2,996,000	2,765,000
Contributions by scheme participants and other employers	859,000	776,000
Estimated benefits paid plus unfunded net of transfers in	(655,000)	(537,000)
Settlement prices received	465,000	542,000
<b>At 31 August</b>	<b>40,194,000</b>	<b>32,968,000</b>

	2024 £	2023 £
Present value of defined benefit obligations	(43,542,000)	(37,343,000)
Fair value of share of scheme assets	40,194,000	32,968,000
<b>Deficit in the schemes</b>	<b>(3,348,000)</b>	<b>(4,375,000)</b>

# Oxford Diocesan Schools Trust

Notes to the Financial Statements (continued)  
For the year ended 31 August 2024

## 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

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 2024, the academy trust paid £69,795 (2023: £79,604) 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 £137,475 (2023: £205,450). These fees are entirely funded by the SCA funding allocated to the academy trust.

ODST charge ODBE for producing payslips through the combined payroll software, at cost. The charges during the year ended 31st August 2024 were £792

At the year-end ODBE owed the academy trust £260 (2023: £284). At the year-end ODST owed ODBE £191,580 (2023: £95,940)

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 2024, LBMW invoiced fees for academy conversions, HR and related legal advice totalling £7,424 (2023: £17,702). At the year end the academy trust owed the LBMW £571 (2023: £nil). 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 2024, RLT charged the trust £nil (2023: £730) in respect of staff training. At the year end the academy trust owed RLT an amount of £nil (2022: £nil).

The Vale Academy Trust ("VAT") an academy trust of which the ODBE is a corporate member. During the year ended 31 August 2024, VAT charged the trust £nil (2023: £1,990) in respect of staff training and curriculum enrichment events. At the year-end ODST owed VAT £nil (2023: £nil)

## 27 Conversion to an academy trust

The following schools converted to academy trust status under the Academies Act 2010 and all the operations and assets and liabilities were transferred to the academy trust for £nil consideration.

School name	Date of conversion	Local authority
St Francis C of E Primary School, Oxford	01 April 2024	Oxfordshire County Council

The transfers have 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 income in the Statement of Financial Activities as Donations - transfer from local authority on conversion.

The following table sets out the fair values of the identifiable assets and liabilities transferred on the conversion of the schools and an analysis of their recognition in the SOFA:

	Unrestricted Funds £	Restricted General Fund £	Restricted Fixed Asset Funds £	Total £
Tangible fixed assets				
Other tangible fixed assets	-	-	-	-
Budget surplus / (deficit) on LA funds	69,261	-	19,189	88,450
LGPS pension deficit	-	(248,000)	-	(248,000)
<b>Net assets/(liabilities)</b>	<b>69,261</b>	<b>(248,000)</b>	<b>19,189</b>	<b>(159,550)</b>

	Unrestricted Funds £	Restricted General Fund £	Restricted Fixed Asset Funds £	Total £
<b>St Frances Primary CofE School, Oxford</b>				
Tangible fixed assets				
Other tangible fixed assets	-	-	-	-
Budget surplus / (deficit) on LA funds	69,261	-	19,189	88,450
LGPS pension deficit	-	(248,000)	-	(248,000)
<b>Net assets/(liabilities)</b>	<b>69,261</b>	<b>(248,000)</b>	<b>19,189</b>	<b>(159,550)</b>

## 28 Post balance sheet events

There were no post balance sheet events.