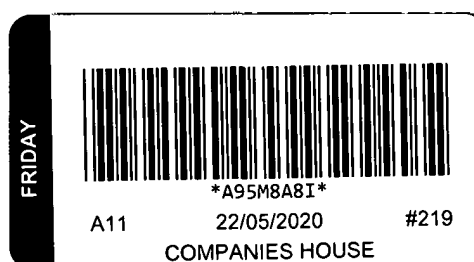


The Oxford Academy Trust

(A company limited by guarantee)

Annual Report and Financial Statements

Year ended 31 August 2019



The Oxford Academy Trust (a company limited by guarantee)
Financial statements for the year ended 31 August 2019

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The Oxford Academy Trust (a company limited by guarantee)
Financial statements for the year ended 31 August 2019

Reference and Administrative Details

Company registration number:	06621108
Registered office and principal address:	Sandy Lane West Littlemore Oxford OX4 6JZ
Founding sponsors:	The Oxford Diocesan Board of Education The Beecroft Trust Oxford Brookes University
Governors:	Rev A Bevan (resigned 4.12.2019) Mr P Coulter (resigned 4.12.2019) Ms E Goodes (resigned 4.12.2019) Mrs S Hands (resigned 31.8.2019) Ms Annabel Kay (resigned 4.12.2019) Mr R Leach (resigned 4.12.2019) Ms K Metcalfe (resigned 4.12.2019) Ms E Payne (resigned 4.12.2019) Dr A White (resigned 4.12.2019) Mr L Morgan (staff - appointed 23.9.2019) (resigned 4.12.2019) Mr A Hardy
Interim Academy Board	Dr A White (appointed 6.12.19) Mr T Wilson (appointed 6.12.19) Mr P James (appointed 6.12.19)
Interim Accounting officer	Dr A White (appointed 6.12.19)
Headteacher and accounting officer:	Mr A Hardy
Deputy Headteachers	Ms A Banks Mrs S Elliott (resigned 31.8.2019) Mrs E Robinson
Head of Community & 6th Form Strategy	Ms E Humphreys
Finance Director Accounts Preparer	Mrs R Bright (retired 31.8.2019) Mr B Coombs

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Reference and Administrative Details

Bankers:

Barclays Bank plc
Cornmarket Street
Oxford
OX1 3HB

Solicitors:

Winckworth Sherwood
16 Beaumont Street
Oxford
OX1 2LZ

Independent Auditor:

Haysmacintyre LLP
10 Queen Street Place
London
EC4R 1AG

The Oxford Academy Trust (a company limited by guarantee)

Financial statements for the year ended 31 August 2019

Governors' Report

The Governors present their annual report together with the financial statements and auditor's report of the charitable company for the year ended 31 August 2019.

Structure, governance and management

Constitution

The Oxford Academy Trust (the Academy) is a company limited by guarantee (No. 6621108) and an exempt charity. The charitable company's memorandum and articles of Association are the primary governing documents of the Academy Trust.

The Governors act as trustees for the charitable activities of The Oxford Academy Trust and are the directors of the charitable company for the purposes of company law herein referred to as the Governors. The charitable company is known as The Oxford Academy. The Governors who served throughout the year are listed below; up until 4 December 2019:

Rev A Bevan
Mr P Coulter
Ms E Goodes
Ms Sam Hands
Mr A Hardy
Ms Annabel Kay
Mr R Leach
Ms K Metcalfe
Ms E Payne
Dr A White

Changes in governance mid-year 2019-20

On 26 November 2019 an Ofsted inspection took place. The outcome of the Ofsted inspection raised significant concerns around safeguarding and behaviour. As a result, the Governors resigned as of 4-5 December. Sponsors appointed an Interim Academy Board as from 6 December 2019:

Dr A White
Mr T Wilson
Mr P James

Members' liability

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

Governors' indemnities

The Governors are the directors of the charitable company. 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 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 principal activity of the Trust is the operation of The Oxford Academy offering high

The Oxford Academy Trust (a company limited by guarantee)

Financial statements for the year ended 31 August 2019

Governors' Report

quality education within a broad curriculum in accordance with Christian values and principles while respecting and recognising those of other faiths and those of no faith. It also provides a broad range of services to the local community.

Method of recruitment and appointment of Governors

Governors of the charitable company are appointed by the Oxford Diocesan Board of Education, the Beecroft Trust and Oxford Brookes University, being the sponsors of the Academy. The full Governing Body comprises of nine Governors. Three may be nominated by the Oxford Diocesan Board of Education, two nominated from both the Beecroft Trust and Oxford Brookes University. The sponsors work collaboratively to ensure an appropriate skill set across the sponsor-appointed governors. The local authority may appoint a Governor. The staff Governor is elected by a secret ballot of all staff as defined in the Articles of Association. The Headteacher is an ex-officio member of the Governing Body. The parent Governor is elected by parents of registered students at the Academy and must be a parent at the time when they are elected. However, the parent Governor may be appointed by the Governing Body if the number of parents standing for election is less than one. In addition, the Governing Body may appoint and at any time, may remove up to four co-opted Governors, each to serve for a period of two years but eligible for re-election.

Policies and procedures adopted for the induction and training of Governors

The training and induction provided for new Governors depends on their existing experience. Where necessary, the induction includes training on charity and educational legal and financial matters. All new Governors are given a tour of the Academy and the chance to meet with staff and students. All new Governors are provided with copies of policies, procedures, minutes, accounts, budgets, plans and other documents that they will need to undertake their role as Governors. Governors with specific responsibilities, the Chair and the Clerk have all been on relevant training courses.

Organisational structure

The full Governing Body meets six times a year and delegates specific detailed work to its three committees: Finance (incorporating pay and H.R.) Curriculum & Standards and Engagement for Learning.

Through the Governor's committees that are held each half term, Academy staff report on:

- Attendance
- Behaviour Management
- Safeguarding
- Student checkpoint data to measure attainment and progress
- The quality of Teaching and Learning
- Key Financial Performance Indicators (KFPI)
- HR
- Health and Safety

The Senior Leadership team consists of the Headteacher, three Deputy Headteachers, two Assistant Headteachers, HR Manager and the Finance Director. This team is responsible for ensuring rapid and sustainable improvement in the Academy monitored by the Academy Improvement Plan. As a group, the Senior Leaders are responsible for the authorisation of spending within agreed budgets and the appointment and accountability of senior staff.

Governors' Report

Appointment boards for Leadership posts always contain a Governor. Some spending control is devolved to teams and leaders, with limits above which a Senior Manager must countersign. This structure is outlined in the Financial Scheme of Delegation

The Academy structure below the Senior Leadership team consists of the middle leaders. This broader team, incorporating Heads of Department, are responsible for the day-to-day operation of the Academy and actions within the Academy Improvement Plan. The Academy Improvement Plan is a working document focussed on developing teaching and learning in the Academy in accordance with the Office for Standards in Education and Children's Services and Skills (OFSTED) guidelines.

Arrangements for setting pay and remuneration of key management personnel

Eight members of the Leadership Team are paid according to the School Teachers Pay and Conditions Document Leadership scale. The Headteacher's salary was benchmarked at the point of appointment and the Finance Director is an employee of the Academy.

Trade Union Facility Time

Trade Union representatives and full time equivalents

Number of employees who were relevant union officials during the relevant period	Full time equivalent employee number
4	0.07

Percentage of working hours spent on facility time

Percentage of time	Number of employees
0% of working hours	0
1% - 50% of working hours	4
51% - 99% of working hours	0
100% of working hours	0

Total pay bill and facility time costs

Total pay bill	£4,796,836
Total cost of facility time	£7,330
Percentage of pay spent on facility time	0.15%

Paid trade union activities

Hours spent on paid facility time	125
Hours spent on paid trade union activities	56
Percentage of total paid facility time hours spent on paid TU activities	44.80%

Risk management

The Governors have assessed the major risks to which the Academy is exposed, in particular those relating to the specific teaching, provision of facilities and other operational areas of the Academy, and its finances. The Governors have implemented a number of systems to assess risks that the academy faces, especially in the operational areas (e.g. in relation to teaching, health and safety, bullying and off-site activities) and in relation to the control of finance. They have introduced systems, including operational procedures (e.g. vetting of new staff and visitors, supervision of academy grounds) and internal financial controls in order to minimise risk. Where significant financial risk still

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Governors' Report

remains they have ensured they have adequate insurance cover. The Academy has a system of internal financial controls in place.

Related parties and other connected charities and organisations

The Sponsors of the Academy are the Oxford Diocesan Board of Education, the Beecroft Trust and Oxford Brookes University.

The Academy is an active member in a number of local partnerships with other educational institutions. These include Oxford City Learning, whose membership includes local secondary schools and academies and a further education college. Their objective is to collaborate to improve educational standards across the member schools. The Academy is also a member of the SOX Partnership, joining with the local primary schools in the Academy catchment area to improve education outcomes for the children in the area served by the schools. The Academy also works collaboratively with local primary schools, the group of secondary schools also sponsored by Oxford Diocese and in particular with the Oxford Diocesan Schools Trust, which includes the nearest feeder primary school to the Academy.

Objectives and activities

Objects and aims

The principal objects of the Trust are to advance, for the public benefit, education in the United Kingdom in particular, but without prejudice to the generality of the foregoing by establishing, maintaining, carrying on, managing and developing a school in Oxford, The Oxford Academy. The Academy will provide education for students of different abilities between the ages of 11 and 19 by offering a broad curriculum with a strong emphasis but in no way limited to, Mathematics, Information and Communications Technology and sport. The Academy will serve its local communities and be conducted in accordance with Christian values and principles while respecting and recognising those of other faiths and those of no faith.

Objectives, strategies and activities

The Oxford Academy's values, and its educational vision, are reviewed annually and set by the Headteacher and Governors.

Academic progress: Our ambition is that all Academy students will make more than expected progress from their starting point in Year 7 to when they sit external examinations in Year 11. We are committed to offering all students a broad and balanced curriculum that meets the needs of every learner, and derives best value for the funding available. We are determined to sustain the improvements made in the Academy over the last few years and expect every student to work hard, do their best and support the learning of others.

Respect

Determination

Aspiration

Responsibility

Core purpose: We want and expect all our students and staff to respect others, work hard and be successful. To ensure that we achieve this, our students will enjoy school, feel safe, behave impeccably and expect success. We strongly believe in giving our students the best possible start in life and we expect no excuses in relation to this.

Governors' Report

Our Inclusive Christian Values underpin all we do.

Key Performance Indicators 2018-19

A. Leadership & Management

- i. School of choice in the local community with increasing student numbers.
- ii. Strong and effective leadership/governance/students throughout the Academy underpinned by our culture of supportive accountability, trust, our vision and culture of high expectations.
- iii. Leaders all have an accurate view of the quality of teaching, learning
- iv. Consistency throughout leadership: approach to data and reporting tracking progress, holding to account
- v. Robust Quality Assurance demonstrating high expectations
- vi. Outcomes continue to improve for all groups of learners' progress and correlates with outcomes
- vii. To provide a broad and balanced curriculum that aims to develop the whole child, to improve both progress and attainment outcomes at the end of all key stages
- viii. To continue as an OFSTED good or better provider of education.
- ix. To attain a good SIAMs inspection
- x. Effective communication throughout the Academy and in the community
- xi. Strong professional services; finance, human resources, ICT, health & safety.

B. Quality of Teaching, Learning & Assessment

- i. High expectations for all students.
- ii. High quality and consistent wave 1 teaching practice modelled and shared
- iii. Teaching judged to be consistently good or better
- iv. Presentation is of a consistently high standard across the Academy
- v. Feedback ensures students act to close gaps in learning and accelerate progress

C. Outcomes for Pupils

Progress of +0.3 is per student and over 5 years at The Oxford Academy.

All **pupil premium** pupils make at least +0.3 progress (over ¼ of a grade per subject area).

All pupils in **all years** make progress of at least +0.3 after 5 years of study.

All **groups** of students including HAPs, MAPs, LAPs, Ethnicity, Boys/Girls and SEND make progress of at least +0.3 after 5 years of study.

(This is approximately +0.06 per year)

Year 11:

Progress 8 = +0.3

Attainment 8 = 41.63

Year 11 English & Maths 9-4 = 60%

English & Maths 9-5 = 35%

Governors' Report

Year 13:

A Level: B grade
A positive progress score.
100% A*-E
Vocational: Distinction *

Personal development, Behaviour & Welfare

- i. SMSC (Spiritual, Moral, Social and Cultural Development) is promoted across the entire school curriculum and all aspects of school life.
- ii. High expectations for all students with excellent engagement for learning demonstrated through outcomes.
- iii. A secure and safe environment for all learners. Effective safeguarding arrangements.
- iv. Absence in whole school/key groups (Pupil Premium, HAPs, MAPs, LAPs, Gender, SEND) is at or above the national average:
- v. Target of 94.8%, above NA (94.8%) in one year.
- vi. Attendance target over three years = 96%
- vii. Year 12/13 attendance = 94%
- viii. Persistent absence (PA) in one year = below 15%
- ix. PA below 13.1% in three years
- x. Pupil Premium Attendance = below 15%
- xi. Pupil Premium PA below 13.1% in three years
- xii. Developed parental engagement including over 90% attendance at consultation evenings.
- xiii. Reducing FTE / internal (Pupil Premium, HAPs, MAPs, LAPs, Gender, SEND)
- xiv. Zero NEETS

Public benefit

The Governors confirm that they have referred to the guidance contained in the Charity Commission's general guidance on public benefit when reviewing the charitable company's aims and objectives and in planning future activities for the year, in order to ensure that the Academy acts entirely in accordance with that guidance.

Strategic Report

Achievements and performance

Academic headline information for 2018/19 reveals clearly the issues that the academy faces with decreasing levels of attainment at KS2, which were not addressed adequately in Year 7 (2014)* and reduced progress for this cohort through their time at TOA. The academy continues to invest in its intervention work at KS2/KS3 transition.

The Academy opened in 2008 so has now completed its eleventh year of operation. Total student numbers continue to increase through first choice places. Our Years 7 – 9 are now at capacity.

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Governors' Report

We had 26 sets of parents appeal for a place for their child in Year 7 at The Oxford Academy. The Local Authority Appeals Panel heard the appeals over three sessions; they upheld four appeals and these students joined the academy in September 2019.

Our 211 intake in Year 7 in 2019 means that the Academy continues to be fully subscribed for the third year running. This is because of continued pleasing results and our "Good" Ofsted grading. The Academy admission number is a maximum of 210 in each year group, with an Academy capacity of 1,450 students, including post 16 provision.

The headline examination results for 2019 are:

	2019	2018	2017
English/Maths 9-4	41%	50%	51%
English/Maths 9-5	22%	22%	30%
English 9-4	41%	64%	63%
English 9-5	22%	43%	53%
Maths 9-4	48%	69%	57%
Maths 9-5	22.3%	32%	35%
Science 9-4	58%	58%	53%
Science 9-5	25%	25%	
P8 overall	-0.61	-0.09 to 0.05	0.5
Attainment 8	31.73	41.63	46.8
P8 English	-0.8	-0.17	0.0
P8 Maths	0.07	0.12	0.1
P8 Ebacc		0.29	0.1
P8 PPr	-0.73	-0.18	1.6

A Level

**When considering progress measures please note that the Key Stage 2 entry profile for the current year 11: reading -1.9 compared to national average, writing -1.6 compared to NA, maths -2.6 compared to NA, 5% of students have no entry data.*

A Level

	2019 Final	2019 Feb Mock 2	2018	2017
Academic – average grade	E+	C	D	D
Academic – average point score	14.8		19.5	18.72
Vocational – average grade	D	D	D-/D	D/D+

Governors' Report

Vocational – average point score	36		30.6/34.8	36.17/39.47
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It has been an important transition year, where we have had a stream of excellent student achievements and often the standard summary headlines can distract from the whole Academy improvement. Our key changes during 2018/19 are important in the raising of Academy expectations of our students, the standard of teaching & learning and ultimately the overall quality of education experienced as we move into the next academic year.

Sporting achievements:

The Oxford Academy continues to be in the top 60 state schools for sporting competition and success.

- Boys year 7 indoor athletics qualified for the County competition and represented City schools.
- Year 7 badminton squad came 2nd in the City schools competition
- Futsal - the U15 girls team are County Champions, Regional Champions and got to the National finals
- Students representing TOA at the level 3 U16 County finals for badminton, level 3 U14 County finals for hockey and U16 cross country finals
- Year 8 student came 2nd in her most recent ice skating competition in Milton Keynes
- Year 10 student represented GB in national swimming events
- Year 7 County Cup Football Final - winners
- Four students selected to represent the City at County School Athletics finals on the 9th June
- Retained Sports Mark Silver and working towards Sports Mark Gold

Key financial performance Indicators (KFPI)

KFPI are used by the Academy to monitor progress against academy development plans. They are published for all governors and are reviewed by the Finance Committee.

The KFPI for 2018/2019 were

- i) Maintain a balanced budget by producing monitoring reports to the Finance Committee. Reports should explain any variances from the original budget by exception reporting. If additional expenditure is to be made, then the Finance Director and the Accounting Officer need to explain how this expenditure will be met within budget
- ii) The Academy will liaise with the DfE for the second year option on "in year funding". The Academy will revert to lagged funding from 2019/2020
- iii) Cashflow must be maintained at a level that includes a reserve (one months' salary costs)
- iv) The Academy is to produce a budget for 2019/2020 and subsequent years which includes "reserves" to support fluctuating issues in future years

All of these KFPI were met.

Going concern

Governors' Report

To support the KFPI, during the year, the Academy implemented the DfE "School Resource Management: Top 10 planning checks for Governors".

Working in conjunction with a Schools' Efficiency Advisor, the Academy now has a timetable that reflects more efficient:

- student to teacher ratio (PTR)
- class sizes
- teacher contact ratio

This has led to:

- a lower proportion of our costs spent on the Leadership team
- recruitment of teachers is geared to a more streamlined curriculum delivery
- staff pay has been reduced as a percentage of total expenditure
- the Academy has produced a realistic 3 – 5 year budget plan that takes forward the KFPI.

In addition to this, TOA has a new School Improvement Plan with priorities, from which we can derive the relative cost of options.

The Academy continues to work closely with the ESFA.

These actions have enabled the Academy to agree with their Auditors that the Academy can be considered a "going concern".

TOA continues to work with the Regional Schools Commissioner to ensure we join a Multi Academy Trust (MAT).

The governors are required to make an assessment, based on the relevant facts and circumstances at the date of approving these financial statements, as to whether it is appropriate to prepare the financial statements on a going concern basis. This requires that the Academy has sufficient funds to meet its liabilities as they fall due for the foreseeable future (being a period of not less than 12 months from the date of approval of the financial statements).

The governors have carefully considered the plans, cash flow forecasts and budgets prepared by management in undertaking the going concern assessment and have concluded that it is appropriate to adopt the going concern in preparing the financial statements based on the following key assumptions and agreed actions:

1. That TOA's expenditure levels will remain within the budget agreed by the Governors in July 2019
2. That the Governors and TOA work with and comply with requests from the ESFA around sustaining TOA's financial future
3. That the cash flow of the Academy is maintained to the extent that there can be no reputational risk to the Academy and its ongoing "going concern" opinion

Environment, social and employee issues

Governors' Report

The Academy Trust is committed to offering equal employment opportunities and its policies are designed to attract, retain and motivate the best staff regardless of gender, race, religion, age or disability. The Academy Trust complies with the Disability Discrimination Act when applications are received from disabled persons. Employees who become disabled will be retained whenever possible through suitable adjustments or alternative employment. The Academy Trust encourages the participation of all employees in the operation and development of the business and has a policy of regular communications. The Academy has a wide range of other written policies, designed to ensure that it operates in a legal and ethical manner, which are available on the Academy web site. All of the Academy's employment policies are published internally.

The Academy operates from new buildings, which include a computerised energy management system, designed to allow the operation of the buildings in an energy efficient manner. In addition, the Academy has a biomass boiler as the main source of heat, backed up by two gas fired boilers. The Academy recognises that its activities should be carried out in an environmentally friendly manner.

Financial performance and position

Most of the Academy's income is obtained from the Education and Skills Funding Agency (ESFA) in the form of recurrent grants, the use of which is restricted to particular purposes. The grants received from the ESFA during the year ended 31 August 2019 and the associated expenditure are shown as restricted funds in the Statement of Financial Activities.

The Academy also receives grants for fixed assets from the ESFA. In accordance with the Charities Statement of Recommended Practice, 'Accounting and Reporting by Charities' (SORP 2015), such grants are shown in the Statement of Financial Activities as restricted income in the fixed asset fund. The restricted fixed asset fund balance is reduced by annual depreciation charges over the expected useful life of the assets concerned.

During the year ended 31 August 2019, total expenditure of £7,448k (2018: £8,046k) was met by grant funding from the ESFA and other governmental bodies together with other income resources. Total income for the year was £7,309k (2018: £7,254k).

The operational result for the year (being net income/expenditure before depreciation and actuarial adjustments relating to the local government pension scheme) was a surplus of £426k (2018: £155k).

At 31 August 2019 funds carried forward totalled £16,883k (2018: £17,956k). This consisted of a deficit on restricted general funds of £3,261k (2018: £2,539k) and restricted fixed asset funds of £20,144k (2018: £20,495k).

The balance sheet also reflects the FRS102 pension scheme deficit of £2,823k (2018: £1,506k) in respect of the Local Government Pension Scheme for Academy support staff. The pension scheme deficit is recognised against restricted funds and contributes to the deficit position on restricted general funds.

The deficit on general restricted fund also includes a deficit on General Annual Grant funds of £438k (2018: £1,033k). This has been supported by advance funding repayable to the ESFA totalling £785k, lending from the Oxford Academy Endowment Trust of £150k (repayable over 12 years from 2022) and the Academy Trust's other unrestricted income generating activities.

Governors' Report

At 31 August 2019 the net book value of tangible fixed assets was £20,076k (2018: £20,477) and movements in tangible fixed assets are shown in note 12 to the financial statements. The assets were used exclusively for providing education and the associated support services to the students of the Academy.

Principal risks and uncertainties

The Academy is currently operating with fewer students in Years 10-11 than it would ideally want to have. Helping the local community have confidence in the academic offer to students in the Academy, and thereby attracting students remains a key goal for the Academy. However, the Year 7 intake in September 2019 and the expected first / second choice indications for September 2020 means that TOA has broken the back of being undersubscribed. The Local Authority have confirmed that Key Stage 2 population in Oxford is growing and that they anticipate TOA being fully subscribed in Year 7 for the next five years

There is a cumulative deficit on the local government pension scheme of £2,823k. This does not mean that there is an immediate liability that has crystallised but it could result in additional employer contributions having to be made in the future over a number of years from the Academy budget.

Reserves policy

The Governors review the reserve levels of the Academy annually. This review encompasses the nature of income and expenditure streams, the need to match income with commitments and the nature of reserves. The Governors have determined that the Academy continues to need some reserves to enable cash flow and to guard against fluctuations in student numbers, but have committed to continue to improve the quality of education in the Academy and thereby the outcomes for students. The Governors recognise the need for continued intensive funding of key areas, especially English and mathematics in order to enable the best life chances of its students and have deployed reserves to this area of need during this accounting period.

Plans for Future Periods

The plans for the next year can be summarised as follows:

- Explore the options for the Academy to work more closely with other schools, including consideration of a multi-academy trust
- Develop the site for community use
- Continue to develop the Advance programme for post 16 students at the Academy
- Continue to drive up standards

Disclosure of information to the Auditor

In so far as the Governors are aware:

- there is no relevant audit information of which the charitable company's auditor is unaware; and


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Governors' Report

- the Governors have taken all steps that they ought to have taken as Governors in order to make themselves aware of any relevant audit information and to establish that the charitable company's auditor is aware of that information

Haysmacintyre LLP are deemed to be reappointed for the next financial year in accordance with section 487(2) of the Companies Act 2006.

The Governors' Report, incorporating a strategic report, was approved by order of the members of the Governing Body, as the company directors, and signed on its behalf by:


.....
Mr T Wilson
Chair of IAB

Date:

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Financial statements for the year ended 31 August 2019

Governance Statement

In accordance with the Articles of Association, the charitable company has adopted a scheme of governance approved by the Secretary of State for Education. The scheme of governance specifies, amongst other things, the criteria for admitting students to the Academy and that the curriculum should comply with the substance of the national curriculum.

Scope of responsibility

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

The Governing Body has delegated the day-to-day responsibility to the Headteacher, 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 Oxford Academy Trust and the Secretary of State for Education. The Accounting Officer is responsible for reporting to the Governing Body any material weaknesses or breakdowns in internal control.

Governance

The information on governance included here supplements that described in the Governors' Report and in the Statement of Governors responsibilities.

Governors hold office for four years unless they are co-opted, in which case they are appointed for a period of two years. A co-opted Governor is not entitled to vote. There is no limit to the number of times a Governor can be re-appointed or re-elected. There are no separate rules for a Parent Governor.

Attendance during the year at meetings of the 2018/2019 Governing Body was as follows:

	FGB	Finance	Curriculum & Standards	Engagement for Learning
Number of Meetings	7	5	3	3
Andrew Bevan	6	5		
Ruth Bright	7	5		
Paddy Coulter	7	5	1	
Emma Goodes	4		1	1
Sam Hands	7		1	3
Andrew Hardy	7	5		2
Annabel Kay	3		1	
Roy Leach	7	4	1	
Karen Metcalfe	7			3
Ellie Payne	4			3
Adam White	2		2	

Governance Statement

The finance committee is a sub-committee of the full governing body. Its purpose is to assist the Board with financial oversight and risk management and to provide assurance to the Board that adequate controls are in place to safeguard the Academy trust's assets and to ensure regularity and propriety in all its transactions.

Review of Value for Money

As accounting officer, the Headteacher has responsibility for ensuring that the Academy trust delivers good value in the use of public resources. The accounting officer understands that value for money refers to the educational and wider social 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 appropriate. The accounting officer for the Academy trust has delivered improved value for money during the year by:

- Appointment and retention of good quality teaching staff leading to the progress of students in 2018/19
- Investing in the provision of pastoral and behavioural personnel to further improve attendance and the education experience of students and staff
- Using the new DfE school resource efficiency matrix to ensure that our curriculum is taught efficiently by examining teaching load and classroom sizes in addition to the KS4 choices available

The purpose of the system of internal controls

The system of internal control is designed to manage risk to a reasonable level rather than 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 on-going process designed to identify and prioritise the risks to the achievement of Academy 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 Academy for the full financial period and up to the date of approval of the annual report and financial statements.

Capacity to handle risk

The Governing Body has reviewed the key risks to which the Academy Trust is exposed together with the operating, financial and compliance controls that have been implemented to mitigate those risks. The Governing Body is of the view that there is formal on-going process for identifying, evaluating and managing the Academy trust's significant risks that has been in place for the year ending 31 August 2019 and up to the date of approval of the annual report and financial statements. The governing body regularly reviews this process.

The risk and control framework

The Academy Trust's system of internal 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, it includes:

Governance Statement

- comprehensive budgeting and monitoring systems with an annual budget and periodic financial reports which are reviewed and agreed by the Governing Body;
- regular reviews by the Finance Committee of reports which indicate financial performance against the forecasts and 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

Review of effectiveness

As accounting officer, the Headteacher has responsibility for reviewing the effectiveness of the system of internal control. During the year in question the review has been informed by:

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

Approved by order of the members of the Governing Body on 2 December 2019 and signed on its behalf by



Mr T Wilson
Chair of IAB



Dr A White
Accounting Officer

The Oxford Academy Trust (a company limited by guarantee)
Financial statements for the year ended 31 August 2019

Governance Statement

Statement of Regularity, Propriety and Compliance

As accounting officer of The Oxford Academy Trust, I have considered my responsibility to notify The Academy Trust Governing Body and the Education and Skills Funding Agency (ESFA) of material irregularity, impropriety and non-compliance with ESFA terms and conditions of funding, under the funding agreement in place 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 Academies Financial Handbook.

I confirm that The Academy Trust Governing Body and I are able to identify any material irregular or improper use of funds by The Academy Trust, or material non-compliance with the terms and conditions of funding under The Academy Trust's funding agreement and the Academies Financial Handbook 2018.

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



Dr A White
Accounting Officer

Date: 20th Dec 2019.

The Oxford Academy Trust (a company limited by guarantee)

Financial statements for the year ended 31 August 2019

Statement of Governors' Responsibilities

The Governors (who act as trustees for the charitable activities of The Oxford Academy Trust and are also directors of the charitable company for the purposes of company law) are responsible for preparing the Governors' report and the financial statements in accordance with the Annual 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 Governors to prepare financial statements for each financial year. Under company law, the Governors 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, of the charitable company for that period. In preparing these financial statements, the Governors are required to:


- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP 2015 and the Academies Accounts Direction 2018/2019;
- make judgments and accounting estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

The Governors 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 Governors are responsible for ensuring that in its conduct the charitable company applies financial and other controls that conform to the requirements both of propriety and of good financial management. They are also responsible for ensuring grants received from the ESFA/DfE have been applied for the purposes intended.

The Governors 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 members of the governing body on 2 December 2019 and signed on its behalf by:



Mr T Wilson
Chair of IAB

Date: 18/12/19

Independent Auditor's Report to the Members of The Oxford Academy Trust

OPINION

We have audited the financial statements of The Oxford Academy Trust for the year ended 31 August 2019, which comprise the Statement of Financial Activities, the Balance Sheet, the Cash Flow Statement and the related notes. The financial reporting framework that has been applied in their preparation is applicable law, United Kingdom Accounting Standards, 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 2018 to 2019 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 2019 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 2015 and the Academies Accounts Direction 2018 to 2019.

BASIS FOR 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.

RESPONSIBILITIES OF GOVERNORS FOR THE FINANCIAL STATEMENTS

As explained more fully in the Statement of Governors' Responsibilities, the Governors (who are also the directors of the charitable company for purposes of company law and the trustees of the charitable company for the purposes of charity law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the governors 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 governors 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 governors 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

Independent Auditor's Report to the Members of The Oxford Academy Trust (continued)

considered material if, individually or taken together, they could reasonably be expected to influence the economic decisions of users taken based on these financial statements.

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

CONCLUSIONS RELATING TO GOING CONCERN

We have nothing to report in respect of the following matters in relation to which the ISAs (UK) require us to report to you where:

- the governors' use of the going concern basis of accounting in the preparation of the financial statements is not appropriate; or
- the governors have not disclosed in the financial statements any identified material uncertainties that may cast significant doubt about the charitable company's ability to continue to adopt the going concern basis of accounting for a period of at least twelve months from the date when the financial statements are authorised for issue.

OTHER INFORMATION

The governors are responsible for the other information. The other information comprises the information included in the Governors' 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.

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 Governors' 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 Governors' 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 Governors 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 Oxford Academy Trust (a company limited by guarantee)

Financial statements for the year ended 31 August 2019

Independent Auditor's Report to the Members of The Oxford Academy Trust (continued)

- the charitable company's financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of governors' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit.

USE OF OUR REPORT

This report is made solely to the charitable Company 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 members those matters we are required to state to them in an Auditors' Report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable Company and its members, as a body, for our audit work, for this report, or for the opinion we have formed.



Kathryn Burton (Senior Statutory Auditor)

For and on behalf of Haysmacintyre LLP, Statutory Auditor

10 Queen Street Place

London

EC4R 1AG

Date: 20/12/19...

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

In accordance with the terms of our engagement letter dated 6 November 2019 and further to the requirements of the Education and Skills Funding Agency (ESFA) as included in the Academies Accounts Direction 2018 to 2019, we have carried out an engagement to obtain limited assurance about whether the expenditure disbursed and income received by The Oxford Academy Trust during the period 1 September 2018 to 31 August 2019 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 The Oxford Academy 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 Academy 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 Academy Trust and ESFA, for our work, for this report, or for the conclusion we have formed.

Respective responsibilities of The Oxford Academy Trust's accounting officer and the reporting accountant

The Accounting Officer is responsible, under the requirements of The Oxford Academy Trust's funding agreement with the Secretary of State for Education dated 31 August 2012, and the Academies Financial Handbook extant from 1 September 2018, 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 2018 to 2019. We report to you whether anything has come to our attention in carrying out our work which suggests that in all material respects, expenditure disbursed and income received during the period 1 September 2018 to 31 August 2019 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 2018 to 2019 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 Oxford Academy Trust (a company limited by guarantee)

Financial statements for the year ended 31 August 2019

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

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;
- A review of the minutes of meetings of the Governors and sub-committees and other evidence made available to us, relevant to our consideration of regularity; and
- Detailed testing of the income and expenditure of the Academy based on our assessment of the risk of material irregularity, impropriety and non-compliance. This work was integrated with our audit of the financial statements where appropriate and included analytical review and detailed substantive testing of transactions.

Conclusion

In the course of our work, nothing has come to our attention which suggests that in all material respects the expenditure disbursed and income received during the period 1 September 2018 to 31 August 2019 have not been applied to purposes intended by Parliament and the financial transactions do not conform to the authorities which govern them.

Haysmacintyre LLP

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

Date: ...20/12/19...

The Oxford Academy Trust

Statement of Financial Activities For the year ended 31 August 2019 (Including Income and Expenditure Account)

	Note	Unrestricted Funds £000	Restricted General Funds £000	Restricted Fixed Asset Funds £000	Total 2019 £000	Total 2018 £000
Income and endowments from:						
<i>Income from</i>						
Donations and capital grants	3	22	-	154	176	66
Other trading activities	4	600	-	-	600	773
Investments	5	2	-	-	2	1
<i>Charitable activities:</i>						
Funding for the academy trust's educational operations	6	12	6,519	-	6,531	6,414
Total		636	6,519	154	7,309	7,254
Expenditure on:						
Raising Funds		185	-	-	185	179
<i>Charitable activities:</i>						
Academy trust educational operations	8	-	6,758	505	7,263	7,867
Total	7	185	6,758	505	7,448	8,046
Net income / (expenditure) before transfers		451	(239)	(351)	(139)	(792)
Gross transfers between funds	17	(451)	451	-	-	-
Net income/(expenditure) for the year		-	212	(351)	(139)	(792)
Other recognised gains and losses						
Actuarial (losses)/gains on defined benefit pension schemes	26	-	(934)	-	(934)	978
Net movement in funds		-	(722)	(351)	(1,073)	136
Reconciliation of funds						
Total funds brought forward	17	-	(2,539)	20,495	17,956	17,820
Total funds carried forward	17	-	(3,261)	20,144	16,883	17,956

The academy trust has no recognised gains or losses other than those shown above for the two financial periods.

All of the academy trust's activities derive from continuing operations during the above two financial periods.

The notes on pages 29 to 44 form part of these accounts.

The Oxford Academy Trust

Balance Sheet As at 31 August 2019

	Notes	2019 £000	2019 £000	2018 £000	2018 £000
Fixed assets					
Tangible assets	12		20,076		20,447
			20,076		20,447
Current assets					
Debtors	13	434		484	
Cash at bank and in hand		704		244	
		1,138		708	
Liabilities					
Creditors: amounts falling due within one year	14	(873)		(943)	
Net current assets/(liabilities)			165		(235)
Total assets less current liabilities			20,241		20,212
Creditors: amounts falling after more than one year	15		(535)		(750)
Net assets excluding pension liability			19,706		19,462
Pension scheme liability	28		(2,823)		(1,506)
Net assets including pension liability			16,883		17,956
Funds of the academy trust:					
Restricted income funds					
Fixed asset fund	17	20,144		20,495	
General fund	17	(438)		(1,033)	
Pension reserve	17	(2,823)		(1,506)	
Total restricted funds			16,883		17,956
Unrestricted income funds					
General fund	17				
Total unrestricted funds					
Total funds			16,883		17,956

The financial statements on pages 26 to 44 were approved by the trustees, and authorised for issue and are signed on their behalf by:



Trustee

Date:

20th Dec 2019.

Company registration no: 06621108 (England & Wales)

The Oxford Academy Trust

Cash Flow Statement For the year ended 31 August 2019

	Notes	2019 £000	2018 £000
Cash flows from operating activities			
Net cash provided by operating activities	21	638	10
Cash flows from investing activities	23	22	47
Cash flows from financing activities	22	(200)	73
Change in cash and cash equivalents in the reporting period	24	<u>460</u>	<u>130</u>
Cash and cash equivalents at 1 September 2018		244	114
Cash and cash equivalents at 31 August 2019		<u>704</u>	<u>244</u>

The Oxford Academy Trust

Notes to the Financial Statements For the year ended 31 August 2019

1 Statement of Accounting Policies

Basis of Preparation

The financial statements of the 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 2018 to 2019 issued by ESFA, the Charities Act 2011 and the Companies Act 2006.

Oxford Academy Trust meets the definition of a public benefit entity under FRS 102.

Going Concern

The governors assess whether the use of the going concern basis is appropriate i.e. whether there are any material uncertainties related to events or conditions that may cast significant doubt on the ability of the company to continue as a going concern. The governors have made this assessment on the basis of cash flow forecasts prepared by management, the improved financial position of the academy trust and its continued compliance with the requirements of the advanced funding provided by the ESFA.

The academy trust has received approval to join a multi-academy trust but the timing of when this will happen is uncertain. On joining a multi-academy trust, the entire operations, assets and liabilities of the academy trust will be transferred to the multi-academy trust. The academy trust will thereafter become dormant and cease to carry on any activities. Notwithstanding the intention to join a multi-academy trust, the governors have concluded that the academy trust has adequate resources to continue in operational existence for the foreseeable future (being a period of not less than twelve months from the date of approval of the financial statements) 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.

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. For legacies, entitlement is the earlier of the Company being notified of an impending distribution or the legacy being received.

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 entitlement of receipt, its recognition is deferred and included in creditors as deferred income. Where entitlement occurs before income is received, the income is accrued.

General Annual Grant is recognised in full in the year for which it is receivable and any unspent amount is reflected as a balance in the restricted general fund. Capital grants are recognised when there is entitlement and are not deferred over the life of the asset on which they are expended. Unspent amounts of capital grant are reflected in the balance in the restricted fixed asset fund.

Donations

Donations are recognised on a receivable basis where there is certainty of receipt 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 the goods have been provided or on completion of the service.

Donated goods, facilities and services

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

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.

The Oxford Academy Trust

Notes to the Financial Statements (continued) For the year ended 31 August 2019

1 Statement of Accounting Policies (continued)

Expenditure on Raising Funds

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

Charitable Activities

These are costs incurred on the academy trust's educational operations, including support costs and costs relating to the governance of the academy trust apportioned to charitable activities.

All resources expended are inclusive of irrecoverable VAT.

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. 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 such assets is charged to the restricted fixed asset fund in the Statement of Financial Activities so as to reduce the fund over the useful economic life of the related asset on a basis consistent with the academy trust's depreciation policy.

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:

Furniture and equipment	4 years
Computer equipment	3 years
3G football pitch	8 years
Long leasehold land	125 years
Buildings	50 years

Assets in the course of construction are included at cost. Depreciation on these assets is not charged until they are brought into use.

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.

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.

Leased Assets

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

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 chapter 3 part 11 of the Corporation Tax Act 2010 or Section 256 of the Taxation of Chargeable Gains Act 1992, to the extent that such income or gains are applied exclusively to charitable purposes.

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 13. 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 notes 14 and 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.

The Oxford Academy Trust

Notes to the Financial Statements (continued) For the year ended 31 August 2019

1 Statement of Accounting Policies (continued)

Pensions

Retirement benefits to employees of the academy trust are provided by the Teachers' Pension Scheme ('TPS') and the Local Government Pension Scheme ('LGPS'). These are defined benefit schemes and the assets are held separately from those of the 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. As stated in note 26, the TPS is a multi-employer scheme and there is insufficient information available to use defined benefit accounting. The TPS is therefore treated as a defined contribution scheme for accounting purposes and the contributions recognised in the period to which they relate.

The LGPS is a funded scheme 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 operating surplus 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.

Fund Accounting

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

Restricted fixed asset funds are resources which are to be applied to specific capital purposes imposed by the Education and Skills Funding Agency and local authorities where the asset acquired or created is held for a specific purpose.

Restricted general funds comprise all other restricted funds received and include grants from the Education and Skills Funding Agency.

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.

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 26, 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 2016 has been used by the actuary in valuing the pensions liability at 31 August 2018. 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.

2 General Annual Grant (GAG)

Under the funding agreement with the Secretary of State the academy trust was subject to limits at 31 August 2019 on the amount of GAG that could be carried forward from one year to the next. An amount equal to 12% of GAG could be carried forward, of which up to 2% could be used for general recurrent purposes, with any balance being available for premises/capital purposes.

The academy trust has not exceeded these limits during the year ended 31 August 2019.

The Oxford Academy Trust

Notes to the Financial Statements (continued)
For the year ended 31 August 2019

3 Donations and capital grants

	Unrestricted Funds £000	Restricted General Funds £000	Restricted Fixed Asset Funds £000	Total 2019 £000	Total 2018 £000
Capital grants:	-	-	154	154	53
Donations:	22	-	-	22	13
	<u>22</u>	<u>-</u>	<u>154</u>	<u>176</u>	<u>66</u>
2017/18 total	13	-	53	66	

4 Other trading activities

	Unrestricted Funds £000	Restricted General Funds £000	Restricted Fixed Asset Funds £000	Total 2019 £000	Total 2018 £000
Hire of facilities	400	-	-	400	410
Sales of Goods	15	-	-	15	12
Other Income	185	-	-	185	351
	<u>600</u>	<u>-</u>	<u>-</u>	<u>600</u>	<u>773</u>
2017/18 total	773	-	-	773	

5 Investment Income

	Unrestricted Funds £000	Restricted General Funds £000	Restricted Fixed Asset Funds £000	Total 2019 £000	Total 2018 £000
Interest on short term deposits	2	-	-	2	1
	<u>2</u>	<u>-</u>	<u>-</u>	<u>2</u>	<u>1</u>
2017/18 total	1	-	-	1	

6 Funding for the Academy Trust's Educational Operations

	Unrestricted Funds £000	Restricted General Funds £000	Restricted Fixed Asset Funds £000	Total 2019 £000	Total 2018 £000
DfE / ESFA grants					
General Annual Grant (GAG)	-	5,810	-	5,810	5,625
Other DfE Group grants	-	588	-	588	549
	<u>-</u>	<u>6,398</u>	<u>-</u>	<u>6,398</u>	<u>6,174</u>
Other Government grants					
Local authority grants	-	121	-	121	68
	<u>-</u>	<u>121</u>	<u>-</u>	<u>121</u>	<u>68</u>
Other Income					
Catering	8	-	-	8	168
Educational visits	3	-	-	3	3
Exam fee	1	-	-	1	1
	<u>12</u>	<u>-</u>	<u>-</u>	<u>12</u>	<u>172</u>
	<u>12</u>	<u>6,519</u>	<u>-</u>	<u>6,531</u>	<u>6,414</u>
2017/18 total	172	6,242	-	6,414	

The Oxford Academy Trust

Notes to the Financial Statements (continued)
For the year ended 31 August 2019

7 Expenditure

	Staff Costs £000	Non Pay Premises £000	Expenditure Other £000	Total 2019 £000
Expenditure on raising funds	185	-	-	185
Academy's educational operations (Note 8)				
Direct costs	4,231	505	324	5,060
Allocated support costs	914	636	653	2,203
	<u>5,330</u>	<u>1,141</u>	<u>977</u>	<u>7,448</u>

	Staff Costs £000	Non Pay Premises £000	Expenditure Other £000	Total 2018 £000
Expenditure on raising funds	179	-	-	179
Academy's educational operations (Note 8)				
Direct costs	4,672	527	352	5,551
Allocated support costs	1,053	536	727	2,316
	<u>5,904</u>	<u>1,063</u>	<u>1,079</u>	<u>8,046</u>

Net income/(expenditure) for the year includes:

	2019 £000	2018 £000
Depreciation	505	527
Operating lease rentals	32	23
Fees payable to auditor:		
Audit - current year	13	10
Accountancy	2	4
Teachers Pension Scheme assurance-work, Regularity and WGA	2	2
Other non-audit services	2	-
	<u>2</u>	<u>-</u>

8 Charitable Activities

	Unrestricted Funds £000	Restricted Funds £000	Total 2019 £000	Total 2018 £000
Direct costs - educational operations	-	5,060	5,060	5,551
Support costs - educational operations	-	2,203	2,203	2,316
	<u>-</u>	<u>7,263</u>	<u>7,263</u>	<u>7,867</u>
Support costs - educational operations				
Support staff costs	-	914	914	1,053
Technology costs	-	179	179	198
Premises costs	-	636	636	536
Other support costs	-	454	454	512
Governance	-	20	20	17
	<u>-</u>	<u>2,203</u>	<u>2,203</u>	<u>2,316</u>

The Oxford Academy Trust

Notes to the Financial Statements (continued) For the year ended 31 August 2019

9 Staff

a. Staff costs

Staff costs during the period were:

	2019 £000	2018 £000
Wages and salaries	3,915	4,423
Social security costs	370	407
Operating costs of defined benefit pension schemes	904	986
Apprentice Levy	4	7
	<u>5,193</u>	<u>5,823</u>
Supply staff costs	132	58
Staff restructuring costs	5	23
	<u>5,330</u>	<u>5,904</u>

b. Non statutory/non-contractual staff severance payments

Included in staff restructuring costs is a non-statutory/non-contractual severance payment of £4,900 (2018: £23,383 consisting of four payments).

c. Staff numbers

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

	2019 No.	2018 No.	2019 FTE	2018 FTE
Charitable Activities				
Teachers	72	83	69	74
Administration and learning support	66	88	50	68
Management	5	5	5	5
	<u>143</u>	<u>176</u>	<u>124</u>	<u>147</u>

d. Higher paid staff

The number of employees whose emoluments exceeded £60,000 was:

	2019 No.	2018 No.
£60,001 - £70,000	2	1
£80,001 - £90,000	-	1
£90,001 - £100,000	1	-
	<u>3</u>	<u>2</u>

e. Key management personnel

The key management personnel of the academy trust comprise the trustees and the senior management team as listed on page 2. The total amount of employee benefits (including employer pension contributions) received by key management personnel for their services to the academy trust was £475,859 (2018: £478,864).

The Oxford Academy Trust

Notes to the Financial Statements (continued) For the year ended 31 August 2019

10 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 principal and other staff trustees only receive remuneration in respect of services they provide undertaking the roles of principal and staff members under their contracts of employment, and not in respect of their role as trustees. 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:

N McWilliams (principal and trustee up to 31 August 2018)	Remuneration 2018: £80,000 - £85,000 Employer's pension contributions 2018: £10,000 - £15,000
K Ewart - Brookes (staff trustee until 25 September 2018)	Remuneration £0 - £5,000 (2018: £45,000 - £50,000) Employer's pension contributions £0 - £5,000 (2018: £5,000 - £10,000)
A Hardy (principal and trustee from 1 September 2018)	Remuneration 2019: £90,000 - £100,000 Employer's pension contributions 2019: £15,000 - £20,000
S Hands (staff trustee)	Remuneration 2019: £30,000 - £35,000 Employer's pension contributions 2019: £5,000 - £10,000

During the year ended 31 August 2019, £Nil travel and subsistence expenses were claimed (2018: £Nil).

11 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 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.

12 Tangible Fixed Assets

	Furniture and Equipment £000	Computer Equipment £000	Sports Pitch £000	Land and Building £000	Total £000
Cost					
At 1 September 2018	671	2,717	642	21,702	25,732
Additions	36	98	-	-	134
Disposals	(3)	-	-	-	(3)
At 31 August 2019	704	2,815	642	21,702	25,863
Depreciation					
At 1 September 2018	633	2,696	97	1,859	5,285
Charged in year	21	26	80	378	505
Eliminated on disposal	(3)	-	-	-	(3)
At 31 August 2019	651	2,722	177	2,237	5,787
Net book values					
At 31 August 2019	53	93	465	19,465	20,076
At 31 August 2018	38	21	545	19,843	20,447

The Oxford Academy Trust

Notes to the Financial Statements (continued) For the year ended 31 August 2019

13 Debtors

	2019 £000	2018 £000
Trade debtors	63	226
VAT recoverable	78	67
Other debtors	1	4
Prepayments and accrued income	292	167
	<u>434</u>	<u>464</u>

14 Creditors: Amounts falling due within one year

	2019 £000	2018 £000
Trade creditors	305	267
Taxation and social security	147	102
Advances from the ESFA	200	185
Other creditors	95	159
Accruals and deferred income	226	230
	<u>973</u>	<u>943</u>

Deferred income

	2019 £000
Deferred income at 1 September 2018	123
Resources deferred in the year	45
Amounts released from previous years	(57)
Deferred income at 31 August 2019	<u>111</u>

Deferred income held at 31 August 2019 represent amounts received in the period for use in future periods.

15 Creditors: Amounts falling due in more than one year

	2019 £000	2018 £000
Advances from endowment fund trust	150	150
Advances from the ESFA	385	600
	<u>535</u>	<u>750</u>

16 Financial Instruments

	2019 £000	2018 £000
Financial assets measured at amortised cost	<u>64</u>	<u>230</u>
Financial liabilities measured at amortised cost	<u>(1,135)</u>	<u>(1,361)</u>
Cash and cash equivalents	<u>704</u>	<u>244</u>

Financial assets include trade debtors and other debtors

Financial liabilities include trade creditors, other creditors and advances from the ESFA and endowment fund trust.

The Oxford Academy Trust

Notes to the Financial Statements (continued) For the year ended 31 August 2019

17 Funds

CURRENT YEAR	Balance at 1 September 2018 £000	Incoming Resources £000	Resources Expended £000	Gains, Losses & Transfers £000	Balance at 31 August 2019 £000
Restricted general funds					
General Annual Grant (GAG)	(1,033)	5,810	(5,666)	451	(438)
Other DfE/ESFA grants	-	588	(588)	-	-
Other restricted funds	-	121	(121)	-	-
Pension reserve	(1,506)	-	(383)	(934)	(2,823)
	<u>(2,539)</u>	<u>6,519</u>	<u>(6,758)</u>	<u>(483)</u>	<u>(3,261)</u>
Restricted fixed asset funds					
DfE/ESFA capital grants	21	154	-	(127)	48
Football Foundation capital grant	25	-	-	-	25
Sports pitch capital expenditure	493	-	(80)	-	413
Capital expenditure from capital grants	33	-	(14)	127	146
Capital expenditure from GAG	80	-	(33)	-	47
Fixed Asset Fund - Land and Building	<u>19,843</u>	<u>-</u>	<u>(378)</u>	<u>-</u>	<u>19,465</u>
	<u>20,495</u>	<u>154</u>	<u>(505)</u>	<u>-</u>	<u>20,144</u>
Total restricted funds	<u>17,956</u>	<u>6,673</u>	<u>(7,263)</u>	<u>(483)</u>	<u>16,883</u>
Unrestricted funds					
Unrestricted funds	-	636	(185)	(451)	-
Total unrestricted funds	<u>-</u>	<u>636</u>	<u>(185)</u>	<u>(451)</u>	<u>-</u>
Total funds	<u>17,956</u>	<u>7,309</u>	<u>(7,448)</u>	<u>(934)</u>	<u>16,883</u>

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

General annual grant

This includes all monies received from the ESFA to carry out the objectives of the academy. It includes the School Budget Share, LACSEG (Local Authority Central Spend Equivalent Grant), insurance and rates grants.

Under the funding agreement with the Secretary of State, the academy trust was subject to a limit on the amount of GAG that it could carry forward at 31 August 2019. Note 2 discloses whether the limit was exceeded.

Other DfE/ESFA grants

This represents revenue grants received from the ESFA for specific purposes, for example to support individual pupils with a 'SEN' statement.

Other restricted funds

This represents revenue grants received from the Local Education Authorities for specific purposes.

BIG Grant

This represents revenue grants received from the Big Lottery Fund to undertake research and development of the 'Old School Project'.

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.

Transfers between funds

Transfers from the General Annual Grant Fund to the fixed asset fund relate to fixed assets purchased from these funds.

The Oxford Academy Trust

Notes to the Financial Statements (continued)
For the year ended 31 August 2019

17 Funds

PRIOR YEAR	Balance at 1 September 2017 £000	Incoming Resources £000	Resources Expended £000	Gains, Losses & Transfers £000	Balance at 31 August 2018 £000
Restricted general funds					
General Annual Grant (GAG)	(1,160)	5,825	(8,278)	780	(1,033)
Other DfE/ESFA grants	-	549	(549)	-	-
Other restricted funds	-	68	(68)	-	-
BIG Grant	25	-	(25)	-	-
Pension reserve	(2,014)	-	(420)	928	(1,506)
	<u>(3,149)</u>	<u>6,242</u>	<u>(7,340)</u>	<u>1,708</u>	<u>(2,639)</u>
Restricted fixed asset funds					
DfE/ESFA capital grants	-	28	-	(7)	21
Football Foundation capital grant	-	25	-	-	25
Sports pitch capital expenditure	573	-	(80)	-	493
Capital expenditure from capital grants	43	-	(17)	7	33
Capital expenditure from GAG	132	-	(52)	-	80
Fixed Asset Fund - Land and Building	<u>20,221</u>	<u>-</u>	<u>(378)</u>	<u>-</u>	<u>19,843</u>
	<u>20,969</u>	<u>53</u>	<u>(527)</u>	<u>-</u>	<u>20,495</u>
Total restricted funds	<u>17,820</u>	<u>6,295</u>	<u>(7,867)</u>	<u>1,708</u>	<u>17,956</u>
Unrestricted funds					
Unrestricted funds	-	959	(179)	(780)	-
Total unrestricted funds	<u>-</u>	<u>959</u>	<u>(179)</u>	<u>(780)</u>	<u>-</u>
Total funds	<u>17,820</u>	<u>7,254</u>	<u>(8,046)</u>	<u>928</u>	<u>17,956</u>

18 Analysis of Net Liabilities between Funds

Fund balances at 31 August 2019 are represented by:

	Unrestricted Funds £000	Restricted General Funds £000	Restricted Fixed Asset Funds £000	Total Funds £000
Tangible fixed assets	-	-	20,076	20,076
Current assets	923	147	68	1,138
Current liabilities	(773)	(200)	-	(973)
Non-current liabilities	(150)	(385)	-	(535)
Pension scheme liability	-	(2,823)	-	(2,823)
Total net liabilities	<u>-</u>	<u>(3,261)</u>	<u>20,144</u>	<u>16,883</u>

Fund balances at 31 August 2018 are represented by:

	Unrestricted Funds £000	Restricted General Funds £000	Restricted Fixed Asset Funds £000	Total Funds £000
Tangible fixed assets	-	-	20,447	20,447
Current assets	908	(248)	48	708
Current liabilities	(758)	(185)	-	(943)
Non-current liabilities	(150)	(600)	-	(750)
Pension scheme liability	-	(1,506)	-	(1,506)
Total net liabilities	<u>-</u>	<u>(2,539)</u>	<u>20,495</u>	<u>17,956</u>

The Oxford Academy Trust

Notes to the Financial Statements (continued) For the year ended 31 August 2019

19 Capital Commitments

	2019 £000	2018 £000
Contracted for, but not provided in the financial statements	-	-

20 Financial Commitments

Operating Leases

At 31 August 2019 the total of the Academy Trust's future minimum lease payments under non-cancellable operating leases was:

	2019 £000	2018 £000
Amounts due within one year	30	32
Amounts due between one and five years	35	57
	<u>65</u>	<u>89</u>

21 Reconciliation of net expenditure to net cash flow from operating activities

	2019 £000	2018 £000
Net expenditure for the reporting period	(139)	(792)
Adjusted for:		
Depreciation (note 12)	505	527
Capital grants from DfE and other capital income	(154)	(53)
Interest receivable (note 5)	(2)	(1)
Defined benefit pension scheme cost less contributions payable (note 26)	338	363
Defined benefit pension scheme finance costs (note 26)	45	57
Decrease/(increase) in debtors	30	(1)
Increase/(decrease) in creditors	15	(90)
Net cash provided by operating activities	<u>638</u>	<u>10</u>

22 Cash flows from financing activities

Net cash (outflows)/inflows from ESFA advances	(200)	73
Net cash provided by financing activities	<u>(200)</u>	<u>73</u>

23 Cash flows from investing activities

Interest received	2	1
Purchase of tangible fixed assets	(134)	(7)
Capital grants from DfE/ESFA	154	28
Capital funding received from others	-	25
Net cash provided by Investing Activities	<u>22</u>	<u>47</u>

24 Analysis of cash and cash equivalents

	2019 £000	2018 £000
Cash in hand and at bank	704	244
	<u>704</u>	<u>244</u>

The Oxford Academy Trust

Notes to the Financial Statements (continued) For the year ended 31 August 2019

25 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.

26 Pension and Similar Obligations

The academy'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, which is managed by Oxfordshire County Council Pension Fund (OCCPF). Both are multi-employer defined-benefit schemes.

The pension costs are assessed in accordance with the advice of independent qualified actuaries. The latest actuarial valuation of the TPS related to the period ended 31 March 2012 and of the LGPS 31 August 2016.

Contributions amounting to £72,379 (2018: £nil) were payable to the schemes at 31 August 2019 and are included within creditors.

Teachers' Pension Scheme

Introduction

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

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

Valuation of the Teachers' Pension Scheme

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

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

The TPS valuation for 2012 determined an employer rate of 16.4%, which was payable from September 2015. The next valuation of the TPS is currently underway based on April 2016 data, whereupon the employer contribution rate is expected to be reassessed and will be payable from 1 September 2019.

The pension costs paid to TPS in the period amounted to £403,593 (2018: £431,290).

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 a multi-employer pension scheme. The trust has accounted for its contributions to the scheme as if it were a defined contribution scheme. The trust has set out above the information available on the scheme.

Local Government Pension Schemes

The LGPS is a funded defined benefit pension scheme, with the assets held in separate trustee-administered funds. The total contribution made for the year ended 31 August 2019 was £238,000, of which employer's contributions totalled £168,000 and employees' contributions totalled £70,000. The agreed contribution rates for future years are 16.1 per cent for employers and 6.5 per cent for employees.

Parliament has agreed, at the request of the Secretary of State for Education, to a guarantee that, in the event of an academy trust closure, outstanding local government pension scheme liabilities would be met by the Department for Education. The guarantee came into force on 18 July 2013.

The Oxford Academy Trust

Notes to the Financial Statements (continued)
For the year ended 31 August 2019

26 Pension and Similar Obligations (continued)

Principal Actuarial Assumptions

	At 31 August 2019	At 31 August 2018
Discount rate for scheme liabilities	1.80%	2.80%
Rate of increase for pensions in payment/inflation	2.30%	2.40%
Rate of increase in salaries	3.80%	3.60%
Inflation assumption (RPI)	3.30%	3.30%
Inflation assumption (CPI)	2.30%	2.30%

Sensitivity Analysis

The sensitivities regarding the principal assumptions used to measure the scheme liabilities are set out below

Change in assumptions at 31 August 2019 -	Approximate % Increase to Employer Liability	Approximate Monetary Amount (£000)
0.5% decrease in Real Discount Rate	11.0%	954
0.5% decrease in Salary Increase Rate	1.0%	116
0.5% decrease in Pension Increase Rate	10.0%	819

Local Government Pension Schemes (continued)

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 2019	At 31 August 2018
<i>Retiring today</i>		
Males	22.7	23.4
Females	24.3	25.5
<i>Retiring in 20 years</i>		
Males	24.0	25.7
Females	25.7	27.9

The academy's share of the assets and liabilities in the scheme and the expected rates of return were:

	Fair value at 31 August 2019 £000	Fair value at 31 August 2018 £000
Equities	3,825	3,561
Bonds	1,164	865
Property	333	407
Cash	221	254
Fair value of Fund assets (bid value)	5,543	5,087
Present value of scheme liabilities		
Funded	(8,366)	(6,593)
Net defined benefit liability	(2,823)	(1,506)
Amounts recognised in the statement of financial activities		
	2019 £000	2018 £000
Current service cost	400	562
Past service cost (including curtailments)	106	-
Net interest on the defined liability	45	57
Total operating charge	551	619

The Oxford Academy Trust

Notes to the Financial Statements (continued) For the year ended 31 August 2019

26 Pension and Similar Obligations (continued)

Remeasurement of net defined benefit obligation in other comprehensive income

	2019 £000	2018 £000
Return on fund assets in excess of interest	155	206
Change in financial assumptions	(1,589)	722
Change in demographic assumptions	500	-
Actuarial (loss)/gain	(934)	928

Reconciliation of the opening and closing balances of the present value of the defined benefit obligation

	2019 £000	2018 £000
Opening defined benefit obligation	6,593	6,561
Current service cost	400	562
Interest cost	190	178
Employee contributions	70	82
Change in financial assumptions	1,589	(722)
Change in demographic assumptions	(500)	-
Estimated benefits paid net of transfers in	(82)	(68)
Past service costs, including curtailments	106	-
Closing defined benefit obligation	8,366	6,593

Reconciliation of opening and closing balances of the fair value of Fund assets

	2019 £000	2018 £000
Opening fair value of Fund assets	5,087	4,547
Interest on assets	145	121
Return on assets less interest	155	206
Employer contributions	168	199
Employee contributions	70	82
Estimated benefits paid plus unfunded net of transfers in	(82)	(68)
Closing fair value of Fund assets	5,543	5,087

The total return on the funds assets for the year to 31 August 2019 is 5.8%.

The estimated value of employer contributions for the year ended 31 August 2020 will be approximately £159,000.

The Oxford Academy Trust

Notes to the Financial Statements (continued)
For the year ended 31 August 2019

27 Prior year comparative Statement of Financial Activities

	Unrestricted Funds £000	Restricted General Funds £000	Restricted Fixed Asset Funds £000	Total 2018 £000
Income and endowments from:				
<i>Income from</i>				
Donations and capital grants	13	-	53	66
Other trading activities	773	-	-	773
Investments	1	-	-	1
<i>Charitable activities:</i>				
Funding for the academy trust's educational operations	172	6,242	-	6,414
Total	959	6,242	53	7,254
Expenditure on:				
Raising Funds	179	-	-	179
<i>Charitable activities:</i>				
Academy trust educational operations	-	7,340	527	7,867
Total	179	7,340	527	8,046
Net income / (expenditure) before transfers	780	(1,098)	(474)	(792)
Gross transfers between funds	(780)	780	-	-
Net expenditure for the year	-	(318)	(474)	(792)
Other recognised gains and losses				
Actuarial gains on defined benefit pension schemes	-	928	-	928
Net movement in funds	-	610	(474)	136

The Oxford Academy Trust

Notes to the Financial Statements (continued) For the year ended 31 August 2019

28 Related Party Transactions

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

Oxford Brookes University - a Sponsor of the Oxford Academy

The academy trust paid £1,350 (2018: £3,262) to Oxford Brookes University for contributions towards costs incurred on various educational projects.

Oxford Academy Endowment Trust - The endowment fund was established on 1 September 2010 under a Deed of Gift totalling £500,000 made by the academy trust's sponsors being the Oxford Diocesan Board of Finance, the Beecroft Trust and Oxford Brookes University. This Deed of Gift was subject to a variation dated 9 July 2013 which transferred control of the endowment fund to the Sponsors however the sole purpose of the fund remains to support the academy trust's educational and charitable purposes. As the endowment is held in a special trust not controlled by the academy trust the assets of the trust and not aggregated within the academy trust's financial statements.

In 2015, the endowment trust advanced monies totalling £150,362 to the academy trust to fund spending on educational operations. The academy trust has agreed to repay these amounts back to the trust over a 12 year period with the first repayment to be made no earlier than 2022. No interest is being charged to the academy trust.

Included within other creditors falling due within one year is £13,927 (2018: £18,927) held on behalf of the endowment trust.

Oxford United Football Club ("OUFC")

Niall McWilliams, headteacher of the academy trust up to 31 August 2018, jointly held the position as Managing Director of OUFC and headteacher of the academy trust from 8 December 2017. The academy trust has had a continuing relationship with OUFC for the provision of sports facilities for a number of years. During the period from 8 December 2017 to the balance sheet date, the academy trust invoiced amounts to OUFC totalling £9,738 for use of facilities. At the 31 August 2018, an amount of £28,308 was outstanding.