



to empower
children
with **values,**
to enable them to
excel academically
& **spiritually,**
enabling them to
serve humanity
selflessly, with abundance of
love, compassion, & forgiveness

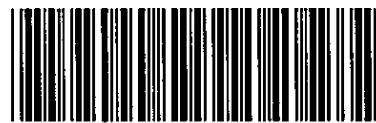
Nishkam School Trust

Annual Report and Financial Statements

Year ended 31 August 2015

Company Limited By Guarantee
Registration Number 07522245 (England and Wales)

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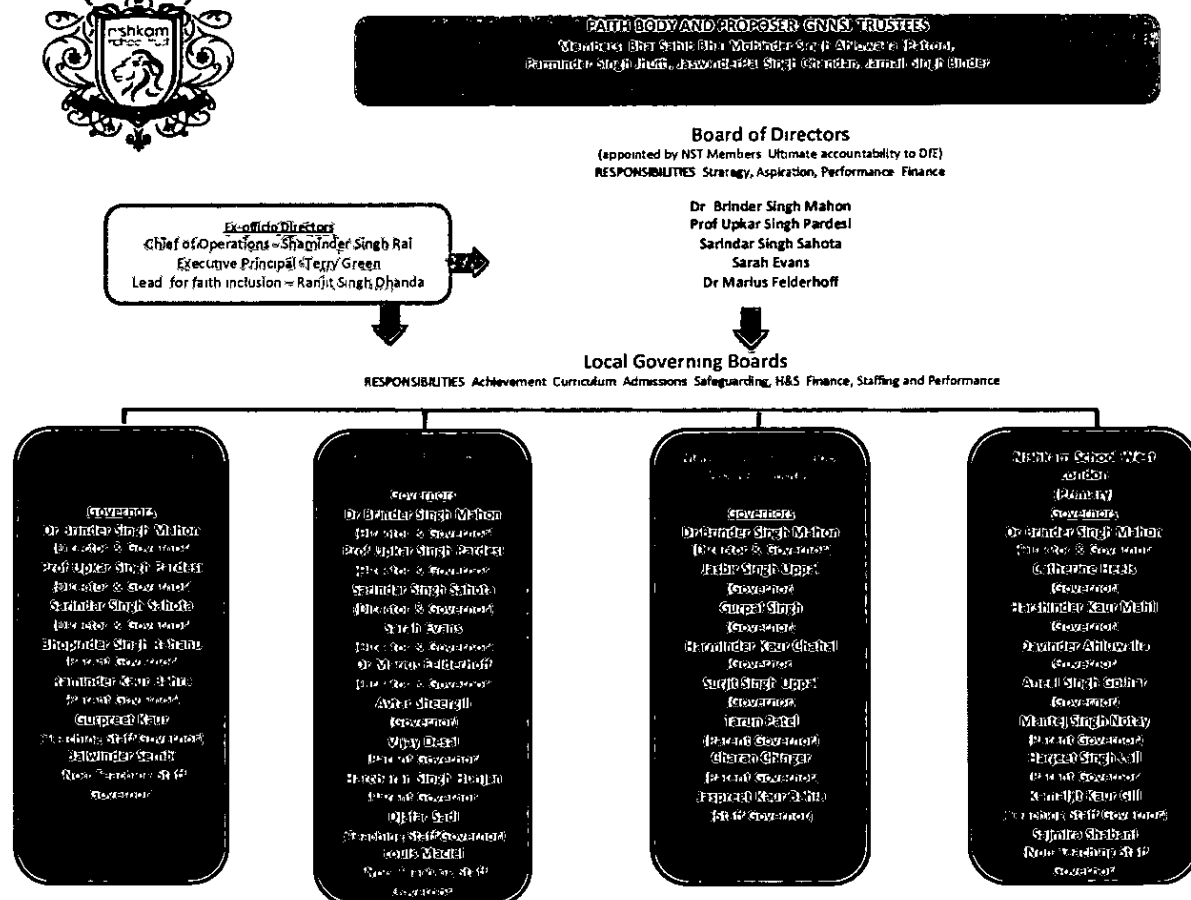
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Nishkam School Trust

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Reference and Administrative Details



Members

Bhai Sahib Bhai Dr Mohinder Singh Ahluwalia (Patron)
Parminder Singh Jhutti
Jaswinderpal Singh Chandan
Jarnail Singh Bhinder

Chairman

Dr Brinder Singh Mahon

Directors and Governors

As above structure diagram

Senior Leadership Team

Terry Green – Executive Principal- Nishkam School Trust

Shaminder S Rai – Chief Operating Officer

Palbinder K Brom - Acting Headteacher NPSB (Oct 13 Mar

15)

Catherine Heels - Headteacher – NPS (from Apr 2015)

Damien Kearns – Principal – NHS

Jaspreet K Cheema – Headteacher, NSWL

Harmander S Dhanjal – Headteacher NPSW

Registered Office Address

3 Soho Road, Birmingham, B21 9SN

Independent Auditor

Stanley Yule Chartered Accountants

Bank

Barclays Bank plc 1 Snowhill Queensway, Birmingham B4 6GH

Patrons' Message

The Nishkam School Trust (NST) has established schools to serve our children and families, to contribute to the development of children and society, and to ensure that children have opportunities to fulfil their spiritual, intellectual and physical potential

We feel honoured and privileged that parents, who are the primary educators of their children, entrust the education of children to the Nishkam Schools. NST are indebted to the Department of Education for providing the majority of the funding since the first school opened in 2011, and to the Nishkam faith community for supplementing the funding and enabling the Trust to enrich the education resources we provide

Nishkam schools endeavour to provide holistic and wholesome environments, to prepare pupils for adulthood, the wider world and to be responsible citizens, create communities where the spirit, intellect and wisdom are nourished, and nurture the ethical, cultural and social development of children. We endeavour to ensure children are happy, secure and inspired to do their very best

As parents, the happiness and fulfilment of all children is close to our hearts. Collectively we can create environments, where families and communities where children will be happy and can flourish. We can build a secure, safe and supportive society, which will provide for our needs and aspirations. Adults have a shared responsibility to create such ideal communities where children witness the true potential of good human beings. Humanity continues to face many challenges. We are optimistic that a new global consciousness and a responsible mind set will overcome these challenges through realigning ourselves with core human values of love, compassion, sacrifice, service and transparency. Alongside achieving material happiness and fulfilment, the world's faith traditions point to more fulfilling aspirations which are possible when we go beyond ourselves, placing the needs of others before our own. All faith based organisations can play a positive role in helping us become better parents, teachers and citizens, and more importantly, better human beings

Nishkam Schools are driven and sustained by the principle of '*nishkamta*' – creating a mind-set to serve others without expectation or recognition. The motto of our schools is '*Man Neeva, Mat Uchi* – to be humble, to be wise'. These are the building blocks of our endeavours to set up the Nishkam School Trust and its schools in Birmingham, West London and Wolverhampton

The Nishkam Schools flourish because of the unique partnership between the Department of Education, the faith community and entire Nishkam Team (in Birmingham and London). They have all contributed to making our educational endeavours a reality. The efforts of our pupils, teachers, staff, governors and directors, *sewadaars* (volunteers), and community are immeasurable and we are witnessing the potential of this collective team effort bearing fruit. The Nishkam School Trust are to be commended for working with the DfE to open a new school every year since 2011 during one of the most difficult economic climates, and taking responsibility to provide good quality values-led education

I feel privileged and humbled to be patron of this unique education charity which we believe will be able to deliver life changing educational experience for decades to come and nurture good human beings who have a passion for serving others in the true spirit of Nishkam

Bhai Sahib Bhai (Dr) Mohinder Singh Ahluwalia, KSG, OBE

Patron

1 Directors' Report of the Year Ended 31 August 2015

1.1 Overview

Nishkam School Trust is a charity which governs the Sikh ethos multi-faith schools established under the Governments' Free School Programme. Nishkam Primary School (opening in 2011) was the first of such schools followed by Nishkam High School (opening in 2012) and Nishkam School West London (opening in 2013) and Nishkam Primary School Wolverhampton (handover 2014). Nishkam School Trust is committed to providing quality education that will raise hopes, aspirations and attainment of young people. This will be realised through the implementation of the Nishkam Education Vision, which has emerged from over 35 years of voluntary education work with children locally (Birmingham), nationally (London and Leeds) and internationally (Kenya and India).

Guru Nanak Nishkam Sewak Jatha (Birmingham) UK (GNNSJ) is the key proposer for NST. GNNSJ has a long established and clearly focussed programme of community investment and regeneration in Handsworth, London and Leeds by devoting resources to promote civic, social and economic welfare with particular emphasis on education and community regeneration initiatives.

1.2 The Nishkam School Vision

To empower our children with values enabling them to be good human beings to excel both academically and spiritually, to serve humanity selflessly for the *common good* with an abundance of love, *compassion* and forgiveness

1.3 Primary aims

Ensure all learners achieve their best through

- Becoming **good human beings** rooted in values/virtues,
- Being enabled to commit to and practise their **faith/belief** through inspirational knowledge and understanding,
- A love of learning expressed through enquiry and curiosity

1.4 Secondary aims founded on primary aims

To empower learners to take control of their progression, to have high expectations, to make well informed decisions on their futures. For example

1 Through nurturing learners to excel academically to become outstanding **role models** in all areas of professional life

- Education (perpetuate excellence at NST and beyond)
- Industry (eg business/science/technology)
- Creativity and Sport (eg Music/Drama/Art)
- Government (local, national and global)

2 To nurture learners to become outstanding **role models** in all areas of social life and to give back to humanity through

- Supporting family/community/society
- Supporting altruistic aims and charity
- Supporting ethical democratic systems of governance

3 To nurture inspirational teachers and staff through

- Strong coaching and mentoring programmes
- Positive/optimistic/'can do' approach

1.5 Our priorities,

- Raising aspirations and achievements aiming for the top quintile of schools nationally through a values led ethos
- Learning from faith, not just about faith

- Continue to accelerate supporting teaching excellence across all schools

1.6 Why we believe we stand apart from customary faith schools

We believe faith schools can play a key role not just in nurturing a specific single faith, but also nurturing and encouraging the personal faith of each and every pupil, as well as building interfaith understanding. Worshiping collectively and within specific faith groups is a unique and innovative feature of our Schools. The Sikh Dharam is emphatic in respecting all faiths and not seeking converts, thereby maximising our contribution towards a cohesive society. The Sikh Dharam has a unique multi-faith ethos, and our Schools reflect this by positively nurturing children of all faiths and beliefs. The philosophy of faith will resonate throughout the school week and curriculum, rather than being reduced exclusively to religious education lessons.

1.7 Public Benefit

The directors have given consideration to the Charity Commission's general guidance on public benefit and, in particular, to its supplementary public benefit guidance on advancing education.

The Trust provides education that

- is balanced and broadly based on a foundation of values
- promotes the spiritual, moral, cultural, mental and physical development of each child in a multi-faith multi-cultural environment
- prepares students for the opportunities, responsibilities, adulthood and to give back to society to build cohesive communities
- raises aspirations, to sustain and increase their knowledge and understanding
- Creates both employment and voluntary opportunities helping to regenerate community cohesion and the local area

The directors consider that the activities the Nishkam School Trust carries out in pursuance of its charitable aims provide benefit both to those who attend Nishkam Schools, their parents and the wider communities.

2 Achievements and Performance

2.1 Capital support

The up-front investments made by our proposing body, GNNSJ in acquiring premises and sites for future schools enabled the NST to quickly gain substantial support from the Government in terms of capital and revenue funding for each school. In September 2011 GNNET support enabled NST to open its first full day school in 3 – 11 Soho Road, Handsworth. Subsequently it received approvals to open further schools in Birmingham and North West London, and to support a fledgling school in Wolverhampton. Currently the schools provide full time education to a total of 900 children, which will rise to over 2940 pupils when the schools are at full capacity.

As well as providing the on-going revenue funding for the day to day running costs of each school, the Government



through the Education Funding Agency (EFA) have provided the following capital inputs towards building costs of each school £1.4m for the Nishkam Primary School, £9m towards the Nishkam High School Birmingham, and a further circa £21m has been approved and ear-marked for building the school all-through school in West London. The EFA also provided £1.5m to the Nishkam Primary School Wolverhampton when it opened as the Anand School in 2013.

2.2 Evidence of effectiveness

The schools measure and evaluate the impact on pupil's educational attainment, character development, improvement in behaviour and engagement, as well as the spiritual, moral, social and cultural development of children.

The evidence of teacher assessment, self-review and evaluation by pupils, and feedback from parents and partner organisations is complemented by external findings and evidence as summarised below:

- Ofsted inspections in 2014-15 rated the two schools as "Outstanding" in all areas. Inspectors highlighted 'Students' spiritual, moral, social and cultural development is promoted outstandingly well' 'Behaviour is exceptional'.
- Most pupils, many of whom are from disadvantaged backgrounds, are becoming more altruistic, lead social action projects, raise funds, and participate in out-of-school character building activities.
- The impact on character was confirmed by the Jubilee Centre's School Values Measure assessment, 'Students in the school consider themselves to be virtuous and this is supported by their dilemma responses that suggest that they broadly solve moral problems as one would expect of a person with good character'.
- We also measure the effectiveness of all staff as role models of character through appraisals (including 360 degree feedback).

There is regular reporting to parents on character, academic achievements and behaviour.

2.3 This year has seen the following milestones

Nishkam Primary School Birmingham (since 2011)

- September 2014 - admitted the fourth cohort of children Reception Year. Total pupils on roll 366.
- December 2014 – judged Outstanding in all areas in the first Section 48 Inspection of the Trust ethos and religious character.
- April 2015 - Appointment of Mrs Cathy Heels, as Headteacher.
- June 2015 – Ofsted inspectors judge the School as Outstanding in all four categories. Quoted as a case study in Nov 15 in the National Ofsted Annual report.

Nishkam High School (since 2012)

- September 2014 - admitted the third cohort of children in Year 7 and Year 12. Total pupils on roll 336.
- September 2014 – Appointment of a new Principal, Mr Damien Kearns.
- November 2014 – Formal opening of the new building by Lord Nash, Parliamentary Under-Secretary of State for Schools.
- June 2015 - judged Outstanding in all areas in the first Section 48 Inspection of the Trust ethos and religious character.

Nishkam School West London, all-through School (since 2013)



- September 2014 – admitted the second cohort of children into the Reception Year into temporary building
Total pupils on roll 140
- March 2015 – Government funding, circa £21m, allocated for the new permanent School building
- June 2015 – Planning application submission for permanent site Wood Lane, Osterley, Hounslow

Nishkam Primary School Wolverhampton, joined NST in Sept 2014

- September 2014 – first cohort of children in Reception Year admitted under NST Previously called Anand Primary School Total pupils on roll 50
- January 2015 – Formal opening of the new building Rt Hon William Hague MP, First Secretary of State and Leader of House of Commons
- June 2015 – Ofsted inspection judges the school as 'Requires Improvement'

Patron, Bhai Sahib Ji together with The Rt Honourable William Hague MP, (left) and Honourable Paul Uppal MP (right) at the official opening of Nishkam Primary School Wolverhampton 30th January 2015

2.4 Collaboration and partnership projects

The Nishkam schools collaborate with key stakeholders including pupils, parents, teachers, local community, employers and higher education institutions to enrich the provision for children

The schools arose out of local social action and community regeneration projects, which were established to improve the opportunities for local children. The schools are the cornerstone of the hopes and aspirations of the local community to offer enhanced education, enriched experiences and lift the horizons of local children and young people, many of whom grow up in areas with high deprivation indices

The Trust has also participated in and learns from other initiatives to build character through education

- The Jubilee Centre's Character Framework and subsequent programs to pilot teaching materials and CPD initiatives

Nishkam School Trust

- Birmingham's city-wide initiative to develop the 24 Moral and Spiritual dispositions

The schools are continuing to collaborate with local schools and other partners in creating new initiatives and sharing lessons learnt. For example, we are a partner with the King Edwards Edgbaston High School for Girls where we share staff development and pupil activities. We collaborate with other state and independent schools to improve staff development and enhancing pupil experiences.

Parents, community organisations and local employers continue to inform the development of the academic curriculum and values education.

3 Nishkam Primary School

Nishkam Primary School opened in September 2011, was approved in wave 1 of Free Schools initiative, as one of the first of only 24 free schools starting with Reception, and Years 1 and 2. In each of the subsequent years 60 new pupils have been admitted to the Reception year and in August 2015 the school consisted of Reception, Years 1, 2, 3, 4 and 5 classes giving a total of 366 pupils. The school will grow to its full capacity of 420 children in 2015-16. The school continues to be oversubscribed and there are waiting lists in all year groups.



The innovative and imaginative development of the infrastructure for Nishkam Primary School at 3, 5 and 7 Soho Road (completed September 2011) and 9 and 11 Soho Road (completed September 2012) was delivered as a *Kar Sewa* ('labour of love') project. Through a unique partnership between the Department of Education, GNNSJ (main proposer), Nishkam School Trust, Harkirit Construction (a private civil engineering contractor) and over 100 *sewadaars* (volunteers) the project was delivered on time to a superior specification, complementing antiquity with modernity.

In 2015 two new classrooms were created from the sports hall, the height of the rooftop playground walls raised using glass panels to match existing, rooftop playground resurfaced, additional outdoor play space was created by using the church yard in the neighbouring St Michael's Church. The proposing body, GNNSJ, and NST are continuing negotiations with the owners of other neighbouring properties to acquire more buildings to provide a sports hall, larger dining area and more outdoor play space.

3.1 Current School performance headlines

- Pupil achievement at Nishkam Primary School is outstanding. All groups of pupils make sustained progress year on year due to teaching that is consistently better, and feedback enabling pupils to understand what they need to do to improve their work and accelerate progress.
- Currently Nishkam Primary School is in the 2nd quintile of primary schools for Reading, Writing and Maths. Our aspiration is to be in the 1st quintile within the next 3 years.
- Pupils enter Reception below the age expected education levels in all 17 areas of learning. The majority of pupils leave Reception reaching expected and above levels. Pupils continue to make rapid and sustained progress in Reception.
- Reception pupils achieving a Good level of development increased to 82% from 51% in 2014, compared with a national average of 60% in 2014.
- In Year one 93% of pupils passed the Phonics test in comparison to the national average of 77%.
- There are no significant differences between the performance of different subsets of pupils.
- Key Stage 1 attainment levels over time were above national average in Reading, Writing and Maths in 2013, significantly above for Writing in 2014 and 2015.
- The average point score (APS) for Reading, Writing and Maths at Key Stage 1 has increased over the last 4 years from 15.7 to 17.2.
- When compared with national averages the APS for Reading, Writing and Maths over the past three years is above the national average with writing for Level 3 significantly higher in 2014 and 2015.
- The majority of pupils in key stage 2 have made outstanding progress in Reading, Writing and Maths.
- The majority of children in all year groups have made at least good progress.

3.2 Early Years (age 4-5) Attainment

The majority of pupils entered the EYFS with skills and knowledge which are below their age related expectations in all areas.

The percentage of pupils achieving a Good Level of Development in 2015 was 82% compared to 51% in 2014 and the national figure of 52% in 2014

3.3 End of Key Stage 1 (age 7) Attainment

There has been sustained improvement in Key Stage 1 attainment levels over time. Levels in 2015 are above average in Reading, Writing and Maths, significantly above for Writing and Mathematics.

Reading is promoted strongly and phonics is taught well. As a result 93% of pupils reached the level required in the phonics screening check in 2015 compared to 77% nationally in 2015. There are no significant differences between the performance of different groups of pupils.

The table below highlights the average attainment (APS) over the last 4 years. The Average Point Score (APS) for Reading, Writing and Maths over the past four years is above the national average with writing for Level 3 significantly higher in 2013, 2014 and 2015. Maths attainment in 2015 was also significantly higher in 2015.

APS over 3 years	2012		2013		2014		2015	
	NPS	National	NPS	National	NPS	National	NPS	National
Reading	16.3	16.0	16.8	16.3	17.2	16.5	17.4	16.6
Writing	14.8	14.7	16.0	14.9	16.5	15.1	17.0	15.3
Maths	15.9	15.9	16.6	16.1	16.7	16.2	17.4	16.4

3.4 End of Key Stage 2 (age 11) Attainment

The first set of Key Stage 2 (KS2) data is based on the attainment of a cohort of six pupils in 2015. Majority of pupils made Good progress in KS2, which equates to 4 APS per year in Reading, Writing and Mathematics.

The table below compares the average attainment (APS) with national averages.

APS in 2015	NPS	National
Reading	30.0	29.0
Writing (TA)	29.0	28.2
Grammar, Punctuation and Spelling	32.0	29.1
Maths	26.0	29.0

3.5 Overall effectiveness, including the promotion of the pupils' spiritual, moral, social and cultural development (SMSC) The overall effectiveness and promotion of pupil's SMSC development is Outstanding, also confirmed by the Section 48 inspection in November 2014.

The school's focus on faith education helps pupils develop a set of values that gives them a foundation for their lives and influences their homes.

Prayer and worship are woven throughout all areas of the School's and are evident in all aspects of its work. This leads to outstanding behaviour, positive relationships between and among adults and pupils and a shared commitment to living as good human beings.

Pupils achieve high standards in Religious Education and their personal faith and belief are nurtured very effectively. As a result they develop excellent attitudes of respect for all faiths and learn to use the language of faith with confidence.

The school is values driven. Values such as love, compassion, humility and forgiveness are given a very high standing. Values are intended to manifest in pupils having a commitment to becoming good people and responsible members of the community. There is a strong sense of 'family' at Nishkam Primary School.

The impact of this approach has meant that pupils have excellent overall behaviour for learning, and high aspirations. As a result pupil progress is outstanding overall.

3.6 Key Improvement Areas for 2014-2015

1. Improve the progress made by more able pupils across the school.

- 2 Ensure the gap between the boys and girls attainment for the Year 1 phonics test narrows
- 3 Raise the attainment of Maths, especially at KS 2
- 4 Continue to support and develop boys' Writing in KS 2
- 5 Reach an overall attendance target of 97%





4 Nishkam High School including Sixth Form

The 4 Form Entry School for 700 pupils opened in Sept 2012. After just 59 days from first gaining access to the proposed school site, phase I of the construction project to convert an industrial hall into a bespoke, 10 classroom temporary school building was completed. Through a unique combination of contractor and community *Kar Sewa* the work was completed on time and within budget. Approximately 50,000 voluntary hours went into the construction works.

In 10 September 2012 the first cohort of 125 students were admitted into Year 7 and Year 12. In September 2013, the second cohort of 100 students were admitted into a new Year 7 group along with 23 students into a new Year 12, (a total of 255 students) in August 2014. The School has been oversubscribed with waiting lists in all Years since opening.

The permanent school building was constructed on the same site adjacent to phase 1 buildings, by working closely with the DfE and BAM Construction was appointed as the construction partner. Main construction works commenced in April 2013 with phase 2 completion in April 2014 and phase 2A in July 2014. After just 18 months of first opening pupils moved from the temporary building to the new school in April 2014.

The major capital funding by the DfE (£7m) was supplemented by a contribution by the proposer GNNSI (£1.2m) and volunteer labour input of 50,000 hours has enabled the construction of an iconic building in a deprived area of Birmingham. The building has been nominated for excellence in construction awards. The finished school includes the following features and facilities:

- 3 storey building,
- Hi-tech classrooms and lab spaces,
- Large open atrium and spiritual space,
- Landscaped exterior grounds with indoor and outdoor sports facilities.

In September 2014 the third cohort of 100 pupils were admitted into Year 7 and 15 into year 12 giving the current student number of 336.



In April 2014 the school was judged as 'Outstanding' in all four areas in the first OFSTED inspection

In November 2014 the new building was formally opened by Lord Nash, Parliamentary Under-Secretary of State for Schools

In June 2015 the School was judged 'Outstanding' in all areas in the first Section 48 Inspection of the Trust Ethos and religious character

In July 2015 the school was selected as one of three schools to participate in a two year study, conducted by the Jubilee Centre for Character and Values, to examine the impact of character on pupil's academic and personal development

Following the government's decision to remove National Curriculum Levels of achievement, the school's work on developing curriculum and assessment puts it to the fore amongst secondary schools. The work undertaken by the school is featured in a publication authored by Dame Alison Peacock, a member of the DfE Commission for Assessment Without Levels

4.2 Key Stage 3 Pupil Performance (Years 7, 8 and 9)

(SLoP = Sub Levels Of Progress, APS = Average Points Score, PP = Pupil Premium, EAL = English as an Additional Language, FFT = Fischer Family Trust)

Year 7 highlights

- **English** – KS2 base was above national average (28.6 v 28.0) for the first year since school opened. At the end of the first year, PP students are in line to attain with national average, with non-PP above national average and the gap staying the same. Both EAL and English as first language students are making similar progress (1.3 SLoP v 1.4 SLoP), females making nearly a sublevel more progress than males (1.8 SLoP v 1.0 SLoP)
- **Maths** – Non-PP students in line to achieve at FFT 25% quartile with PP in line to achieve with national average. Non-PP students are making half a sublevel more progress than PP students at the end of the first year (2.0 SLoP v 1.5 SLoP). EAL students making marginally more progress than English as a first language students (2.0 SLoP v 1.7 SLoP), which is also the case with females compared to males
- **Science** – Pupil Premium and non-Pupil Premium students have made straight-line progress this year. Non-PP students are in line to achieve above FFT 25% quartile, PP in line to achieve above national average and above FFT 25% quartile if the gap can be narrowed (currently they are making the same progress as non-PP pupils). Females are making nearly a sublevel more progress than males. EAL students are making marginally more progress than students whose first language is English
- There is only one SEN student in the group and therefore no commentary has been applied

Year 8 highlights

- **English** – After a dip in the first term, attainment was on track to be at FFT 25% quartile last year, but has now slipped below. Both PP and non-PP are on track to be above national average but below FFT 25% quartile. The gap has marginally narrowed from the end of Year 7 (PP 31.4 v non-PP 32.3) to the end of Year 8 (PP 33.8 v non-PP 34.6). There is very little difference in rates of progress between SEN and non-SEN students (3.3 SLoP v 3.4 SLoP). English as first language students (3.5 SLoP) are making nearly half a sublevel more progress than EAL students (3.1 SLoP), which is also the case with females compared to males
- **Maths** – Attainment was in line with FFT 25% quartile until Summer Term when attainment slowed. No gap between PP and non-PP students (Mean Grade both 5a), although PP students actually came in with a slightly higher KS2 base. Unlike English and Science in Y8, SEN progress is a whole level lower than non-SEN and is an area of note (0.8 SLoP v 3.5 SLoP). There is very little difference between rates of progress for pupils with English as first language/ EAL or Male/Female pupils
- **Science** – Attainment now above national average after being above FFT 25% quartile last year. No gap between PP and non-PP students, although PP students actually came in with a slightly higher KS2 base. No gap between English as a first language and EAL students. Non-SEN students are making a level more progress than SEN on average (2.8 SLoP v 4.0 SLoP). Males are making marginally more progress than females on average

Year 9 highlights

- **English & Maths** – Attainment is above average (APS Eng 36.8 v 35.6, Ma 38.8 v 37.6) with Pupil Premium
- (PP) students on track to attain in line with the national average for all students (Eng 35.7 v 35.6, Ma 37.6 v 37.6) despite starting from a lower base (Eng 26.2 v 28.0, Ma 27.7 v 28.5). The gap between Pupil Premium and non-Pupil Premium has, however, remained (KS2 Eng 26.2 v 27.5, end of Year 9 35.7 v 37.3), (KS2 Ma 27.7 v 28.9, end of Year 9 37.6 v 39.2). EAL students are making marginally more progress than students whose first language is English, and females are making half a sublevel more progress than males in both subjects. In English, Special Educational Needs (SEN) pupils are making progress (4.7 SloP) that is broadly in line with non-SEN (4.8 SloP), in Maths, on average, non-SEN students (5.1 SloP) are making half a sublevel more progress than SEN students (4.5 SloP).
- **Science** – Attainment has flat lined this year after being in line to attain in top 25% nationally previously (Term 1 Year 9 38.4 v 37.8, Term 3 of Year 9 38.1 v 40.8). However, the voracity of assessment in Science has been discussed previously and this outcome is more in line with, for example, Maths. Consequently, Pupil Premium performance has altered from 37.0 in Term 1 to 35.7 in Term 3. However, this is an area to note given that PP attainment has dipped below National Averages (35.7 v 36.6). The gap between PP and non-PP has got wider (Term 1 37.0 v 38.8, Term 3 35.7 v 38.9) with non-PP students making on average one sublevel more progress PP students. SEN students are making one and a half sublevels less progress than non-SEN (5.4 SloP v 3.8 SloP). There is very little difference in the levels of progress between English as a First Language/ EAL and male/ female students.

4.3 Year 12 and 13

(ALPS = Advanced Level Performance Systems, NEETs = Not in Education Employment or Training)

A2 Results 2014/2015

- The pass rate (A* - E) was 98.5%, this compares to 91.5% in 13/14 and to a national pass rate (14/15) of 98.1%.
- The A* - B pass rate was 29.4% compared to 25.4% in 13/14, the A* - C pass rate was 57.4% compared to 47.5% in 13/14.
- The pass rate was 100% in the following subjects: Applied Business, Art, Biology, Business Studies, English Literature, History, Mathematics, Maths (Further), Physics, Psychology, Punjabi and Religious Studies.
- All Year 13 students have gone on to Further Education with the exception of one student who has chosen an apprenticeship as his career path.
- There were no pupils from the NEETs category.
- The ALPS report for 2014/15 shows the performance of the following subjects to be in the top 40% of similar subjects from schools across the country that use ALPS: Art, Business Studies, History and Psychology.
- The ALPS report for 2014/15 shows the performance in English Literature to be in the top 10% of English Literature results from schools across the country that use ALPS.

AS Levels 2014/15

- The pass rate (A - E) was 81.6%, this compares to 80.6% in 13/14.
- The A - B pass rate was 28.6% compared to 19.4% in 13/14, the A - C pass rate was 55.1% compared to 37.1% in 13/14.
- The pass rate was 100% in the following subjects: Art, English Literature, Religious Studies and Sociology.
- The ALPS report for 2014/15 shows the performance of the following subjects to be in the top 40% of similar subjects from schools across the country that use ALPS: Art, English Literature and Religious Studies.
- The ALPS report for 2014/15 shows the performance in Psychology to be in the top 30% of Psychology results from schools across the country that use ALPS, the ALPS report for 2014/15 shows the performance in Sociology to be in the top 5% Sociology results from schools across the country that use ALPS.

4.4 Overall effectiveness, including the promotion of the pupils' spiritual, moral, social and cultural development (SMSC)

- The overall effectiveness and promotion of pupil's SMSC (spiritual, moral, social and cultural) development is outstanding, also confirmed by the Section 48 inspection in June 2015
- Leaders and governors share and articulate an ambitious vision for the school in which the pursuit of excellence in academic studies is matched by a deep commitment to creating socially responsible citizens who put others first
- The values that the school promotes define every aspect of its work and equip its students with secure foundations for their life
- As a result of the school's commitment to excellence, students make outstanding progress in their academic and personal development
- The Faith Curriculum is well taught and ensures that students acquire deep learning about religion and understand how to apply this to their lives
- Collective worship is the heartbeat of the school. It is inclusive and, affirms all who attend. As a result, students develop thoughtful attitudes to faith and the relationships between and among adults and students are exceptional
- The promotion of students' spiritual, moral, social and cultural development is outstanding. As a result the school is a harmonious learning community where students are moved to take compassionate action in their support of good works, both locally and globally
- The inclusive nature of the school combines with an outward facing attitude that embraces the wider community so that there is mutual benefit from these links

4.5 Key Improvement Areas for 2014-2015

(EBac = English Baccalaureate, ALIS = A-level Information System)

- All subject areas have KS3, KS4, and where appropriate, KS5 curriculum maps, as well as learner can do statements
- Curriculum maps are shared and understood by learners and parents, progression is clearly set out for each strand of the subject
- KS5 – AS - 100% pass rate, A - B grades minimally in line with ALIS prior achievement grades
- KS4 students make better than expected progress and that their attainment is at least in line with their FFT (top quartile) indicative grades
- Pupil Premium students achieve parity with non Pupil Premium students with regard to attendance, progress and attainment
- SEN pupils achieve parity with non SEN pupils with regard to attendance, progress and attainment
- Forward planning of staffing costs (and recruitment) for 16/17, review of curriculum model in light of national drivers (Progress 8 and EBac suite of qualifications)

5 Nishkam School West London

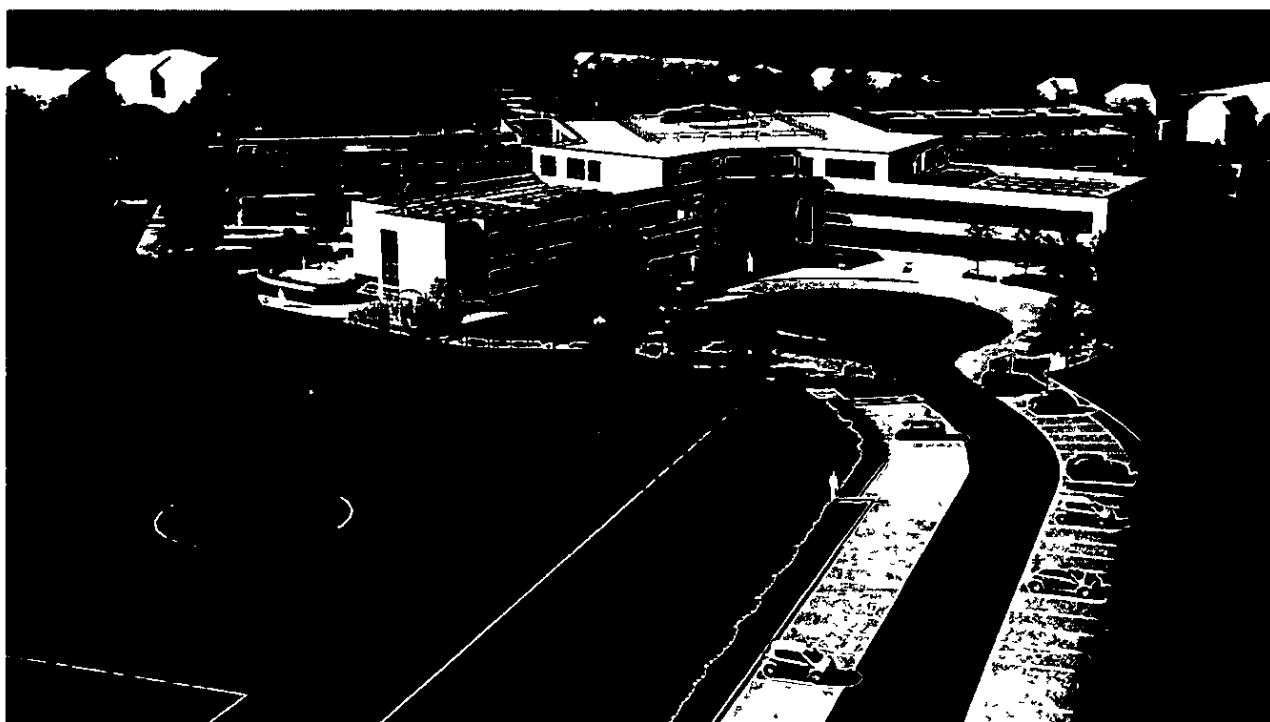
DfE approved the Nishkam School West London as a Four-Form entry All-Through School for (4-19 yrs) in July 2012. Because of the long lead times for building a purpose built school, the School opened in September 2013 as a primary school with a Reception Year of 50 pupils and 44 pupils in Year 1 in a temporary location. Subsequently NST, DfE and the London Borough of Hounslow (LBoH) worked collaboratively to secure a suitable permanent site for the whole School. The temporary site in London Road, Hounslow was imaginatively converted in 60 days utilising a unique partnership between an EFA contractor and community *Kar Sewa* volunteers.

During 2014 the three partners identified a 12 acre site. It was purchased by the EFA, who also funded the project development and full designs for the new school buildings. The plans for the new home for the NSWL will bring into public use a derelict site in Wood Lane, Osterley to provide the following benefits:

- A new, purpose built school for 1,400 students
- Meet the education aspirations of the local community
- Assist in providing new school places in an area which has the 7th highest London borough for pupil growth
- New sports facilities with a sports hall, a grass pitch and a multi-use games area
- Transport plans to encourage sustainable travel journeys

There has been extensive public consultations and partnership working with the LBoH and the EFA. Application for planning permission was submitted June 2015.

In September 2014 the third cohort of 50 children were admitted into the Reception Year, with 50 pupils children in Year 1 and 50 in Year 2.



Proposed new permanent school building in Osterley, Hounslow

5.1 Overall school performance headlines

- Pupils, on average, enter reception below the age expected education levels in all 17 areas of learning. Pupils make rapid and sustained progress in Reception so that by the end of the year the majority of children are at least in line with national expectation, with the vast majority being above for Reading, Writing and Maths
-

- Pupil achievement at Nishkam School West London is outstanding All groups of pupils make sustained progress year on year
- Reception pupils achieving a Good level of development increased from 51% in 2014 to 59%, compared with a national average of 60% The prediction for 2015/16 is 70%
- 82% of pupils passed the Year 1 Phonics test in comparison to the national average of 77%
- There are no significant differences between the performance of different groups of pupils
- Key Stage 1 attainment was above average for Reading, Writing and Maths
- The average point score (APS) for reading, writing and maths was above average in 2014/15
- Progress over time for Key Stage 1 is outstanding
- The school is awaiting its first Ofsted, however visits from the DFE, ex HMI and local authority this term, define the school as at least good with outstanding features

5 2 Early Years Attainment

The majority of pupils entered the EYFS with skills and knowledge which were below their age related expectations in the majority of areas Almost all children made at least typical progress in all areas of learning, with the vast majority making rapid progress so that by the end of the year, children were at least in line with national expectation Attainment in Reading, Writing, Maths and Expressive Arts was higher than national figures The percentage of pupils achieving a good level of development was 59% compared to 51% in 2013/4 and the national figure of 60%

5 3 End of Key Stage 1 Attainment

Reading is promoted strongly and phonics is taught well As a result 82% of pupils reached the level required in the phonics screening check in 2015 compared to 77% nationally in 2015 There are no significant differences between the performance of different groups of pupils

The table below highlights the average attainment (APS) for reading, writing and maths (2014/15), compared to national figures

	Reading	Writing	Maths
NSWL	18 1	17 2	17 6
National average	16 6	15 3	16 4

5.4 Overall effectiveness, including the promotion of the pupils' spiritual, moral, social and cultural development (SMSC)

The overall effectiveness and promotion of pupil's SMSC development is at least good (confirmed by DfE visit in Autumn 2015) "The spiritual life of the school is a clear strength but all aspects of SMSC are well covered " (DfE Visit November 2015)

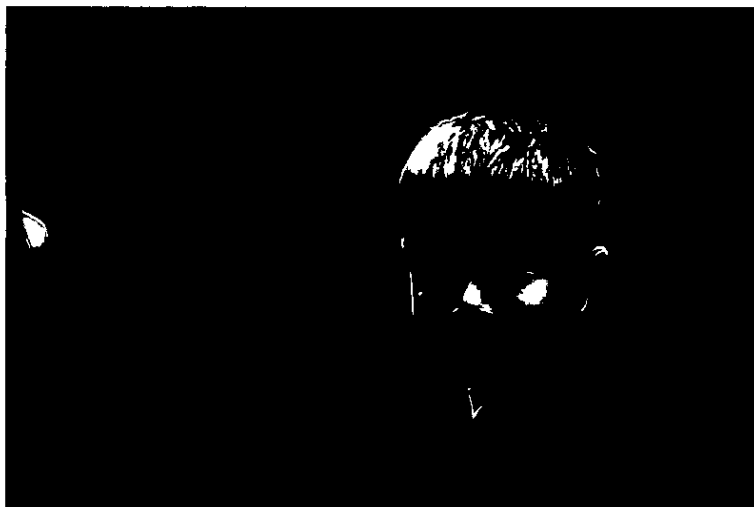
Faith education is taught on a weekly basis, which helps pupils develop a set of values. The strong vision and values of the school mean that the pupils actively debate and discuss issues that are important to them. In discussion, the pupils showed high levels of satisfaction with all aspects of the school. The school is values driven. Values such as love, compassion, humility and forgiveness are given a very high standing. Values are intended to manifest in pupils having a commitment to becoming good people and responsible members of the community. The impact of this approach is that pupils value their education and behaviour is at least good.

5.5 Key Priority Areas for 2015-2016

- Ensure that at least 90% of children reach the required standard in the phonics screening test
- Raise attainment of children at the end of Reception so that GLD is above national expectation
- Ensure that children in Year 3 continue to make sustained progress in light of the new curriculum
- Reach attendance target of 97% and improve punctuality for persistently late pupils
- Ensure that at least 85% children are at Age Related Expectation by the end of the academic year in reading, writing and maths (Year 1-3)
- For the vast majority (90%+), children to meet their end of year targets
- Ensure that teachers provide regular and appropriate feedback so that pupils know what they need to do to improve their work and accelerate progress
- Ensure progression with Permanent Site

The Rt. Honourable Michael Gove MP at the opening of Nishkam School West London June 2014





6 Nishkam Primary School, Wolverhampton

The School was originally approved by the DfE as a Two-Form entry primary school in April 2013 and opened in September 2014 as the Anand Primary School. DfE provided £1.5m to refurbish a disused Victorian school building and to build new classrooms for Reception and Year 1 groups. Wolverhampton City Council provided the school site. After opening, Anand Primary School struggled to recruit sufficient pupils. In September 2013 there were about 20 pupils in one Reception Class instead of the planned 60 pupils. The Head Teacher resigned in Easter 2014.

In April 2014 the Trustees of the Anand Primary School together with the DfE approached and agreed for NST to manage the School from September 2014. During the transition period NST oversaw the completion of the building contracts, as well as recruiting a new Head teacher, new teaching staff and increasing the pupil numbers. The NST was able to strengthen the local Board of Governors, extend engagement with the local community, and provide business management and strategic support. Excellent working relationships were established with the DfE, Local Authority and local stakeholders.

In September 2014 pupil recruitment had improved, a strong staff team formed and teaching was moved to the new building. Both the new Reception cohort and the Year 1 were full. The new school building was formally open by the Rt Hon William Hague MP, First Secretary of State and Leader of the House of Commons, in February 2015.

The school has a diverse intake with at least 6 different religions and 8 nationalities, the school is representative of Modern Britain.

6.1 Overall school performance headlines

- Pupils enter reception below the age expected education levels in all 17 areas of learning. The majority of pupils leave reception reaching expected and above levels. Pupils continue to make rapid and sustained progress in Reception.
- By the end of the year 67% of pupils in the Reception class achieved a 'good level of development' which is slightly above national averages.
- 82% of pupils passed the Year 1 Phonics test in comparison to the national average of 77%.
- There are no significant differences between the performance of different groups of pupils. There is focused intervention to support such groups.
- The school was judged as 'Requiring improvement' by Ofsted in June 2014. Out of the 2 classes in the school one was deemed to be making insufficient progress in Maths.

6.2 Early Years Data

The majority of pupils entered the EYFS with skills and knowledge which are below their age related expectations in all areas. Two thirds of the class have English as an additional language.

The average point score for the cohort was 36.5 which is higher than national average of 34 points in 2015.

6.3 Year 1 data summary

Children coming into NSWL had very low starting point. Pupils on entry to the school are low in reading as a significant proportion have English as an additional language.

Pupils on average across the different sub groups have made a whole level of progress since the start of the academic year 81% of pupils made at least expected level of progress in Maths, 78% in writing and 77% in reading 82% of pupils passed the phonics screening check as compared to national average of 77% 81% of pupils are achieving the expected levels at the end of Year 1 APS average is now above National expectation By the end of Year one 77% of pupils make at least, the expected level of progress Sub-groups, including those who are pupil premium also make good progress and are able to write at length independently

6.4 Overall effectiveness, including the promotion of the pupils' spiritual, moral, social and cultural development (SMSC) There is a very positive ethos in the school Pupil behaviour is driven by the values and whole school ethos The school has adopted the Birmingham SACRE 24 dispositions developed together with the multi-academy trust, these are woven throughout the curriculum As a result

- Pupils conduct themselves well during lunch times and are actively engaged and focused during lessons
 - Behaviour and conduct of pupils is overwhelmingly positive - pupils are well behaved, mannered, courteous and polite
 - Pupils talk about values regularly and share these at home too
- In addition, the 'Class Dojo' system helps to promote good behaviour in the school It is an online system which provides instant recognition and feedback for both pupils and parents It has become a key discussion topic amongst parents, teacher and pupils

6.5 Key Improvement Areas for 2015-2016

- Assessment data is scrutinised regularly for accuracy at all times Leaders and Governors view of achievement is accurate and used effectively to challenge any under performance
- Delivery of all lessons meets the needs of all pupils including the more able
- Teaching is consistently good or better in order for all pupils to make secure progress, particularly in Mathematics and Writing
- Accurate assessment is used to set pupil targets and supports high levels of progress
- Ensure high levels of pupil progress particularly in Mathematics and Writing in KS1
- Work for most able pupils is challenging and progressive



GNNSJ (Proposer) contribution

NST are indebted to our proposer, and governing faith body, Guru Nanak Nishkam Sewak Jatha, GNNSJ (Birmingham) UK, for its significant contribution in both capital, voluntary commitment, and vision. The monetary contribution is at total of £11 million, as follows

- Acquisition of freehold properties amounting to £9.2m (NPS and NHS)
- Refurbishment costs to date of a further £0.8 million (NPS, NHS, NSWL)
- In addition to the above financial contributions a further £1million was put forward by the proposer organisation towards the High School. The proposer has also encouraged and enabled many selfless volunteers to contribute their time towards the management and supervision of the project. Many contributed as bricklayers, carpenters, semi-skilled personnel and labourers. Such direct volunteering input equates to over 100,000 hours of pro-bono effort to August 2013 which at an hourly rate of £10 equates to £1m of Nishkam (selfless) service

The board would like to extend their sincere gratitude to GNNSJ and the community for their continued support, guidance and inspiration as the Trust expands its educational reach

7.1 Projects and initiatives to promote values and virtues education

GNNSJ, is also involved in the following international projects which will complement the Nishkam Schools and promote values in society

a Museum of World Religions (MWR) UK

The Museum is intended to be a shared space for dialogue and understanding between people from different faith communities as well as for people of no religious or faith affiliations. It will serve as an educational resource for learners of all ages, and provide an opportunity for individuals to explore the part that religion plays in contemporary life. GNNSJ is the lead partner organisation to bring this significant landmark project to fruition

b Charter for Forgiveness and Reconciliation

The Charter will draw attention to the activity of 'forgiveness' which has its roots in the quality of compassion, which is the foundation for all Dharam, Religions or Faiths. It will serve as inspiration for healing and reconciliation in a fractured world. Forgiveness and reconciliation are part of our journey to peace, together with learning from our shared history and seeking restorative justice. The process of forgiveness and reconciliation can only be engaged in freely and voluntarily by individuals and communities. GNNSJ is again the lead partner organisation

c Engagement with Jubilee Centre for Character and Virtues

(School of Education, University of Birmingham)

The Jubilee Centre for Character and Virtues is a pioneering interdisciplinary research centre focussing on character, virtues and values in the interest of human flourishing

It promotes a moral concept of character in order to explore the importance of virtue for public and professional life

The Centre is a leading informant on policy and practice in this area and through its extensive range of projects contributes to a renewal of character and virtues in both individuals and societies

d GNSI of support in education at a university level, in particular University of Birmingham

Project, Funding

Lectureship in Sikh Studies,

Dr Jhutti-Johal, (Jan 02 – Mar 11)

£380,453

Religions, Civil Society & The UN

£147,500

Dr Martin Stringer, Dr Josef Boehle, (Oct 11 Dec 14)

Religion and Peacebuilding &

£76,000

A Charter for Forgiveness

Dr Josef Boehle, (Oct 2011-Dec 2014)

Total GNSI Funding

£603,953

e GNSI Wider Participation

June, 2005 - Participation in the 'Tripartite' Forum on Interfaith Dialogue and Cooperation for Peace at the

invitation of the Temple of Understanding (United Nations Headquarters, New York)

October 2005 – Participation in the service of thanksgiving to celebrate the 60th Anniversary of the United

Nations (St Paul's Cathedral, London, UK)

September 2006 Speaker at the 59th Annual DPI / NGO Conference Papers presented 'Promoting respect

for cultural diversity in conflict resolution' and 'Best Practice Summary' (United Nations Headquarters, New

York)

January 2008 - Contribution to interfaith book commissioned by UNESCO Chapter entitled, 'The Spiritual

Development of the Individual A Prerequisite for Delivering the Millennium Development Goals from a Sikh

Perspective'

September 2008 - Participant in 61st Annual DPI / NGO Conference at the (UNESCO Headquarters, Paris,

France)

September 2008 - Recipient of the prestigious Hollister award from Temple of Understanding for tireless

intra and interfaith work, and dedication to advancing interfaith issues at the United Nations, and honoured

as one of fifty interfaith visionaries in 2010

Supporter of UN World Interfaith Harmony Week since 2011

February 2012 - Speaker at special event to mark UN World Interfaith Harmony Week on 'Common Ground

for the Common Good' (United Nations Headquarters, New York)

8 Going Concern

After making appropriate enquiries and budgetary planning, the governing body has a reasonable expectation that the trust has adequate resources to continue in operational existence for the foreseeable future. For this reason it continues to adopt the going concern basis in preparing the financial statements. Further details regarding the adoption of the going concern basis can be found in the Statement of Accounting Policies.

9 Financial Review

Key Financial Performance Indicators

- Maintain a healthy balance sheet
- Effectively monitor costs and obtain value for money
- Continue to promote professional development of staff
- Monitor operational cash flows to ensure adequate resources are maintained

9 Financial Review-continued

The combined Restricted General Fund, Restricted Fixed Asset Fund and Unrestricted Fund show net incoming resources, before the actuarial losses on deferred benefit scheme of £2,106,193 (2014 - £6,187,849) (page 34). This operating surplus is the result of detailed and tight budgeting and budget control procedures which have been firmly embedded in the Trust's daily financial management.

The majority of the Trust's income is obtained from the Department of Education (DfE) in the form of recurrent grants. The grants received from the DfE during the year ended 31 August 2015 and the associated expenditure are shown in the statement of financial activities.

The Trust received total income of £8,809,504 (2014 - £11,468,935), of which £5,868,401 (2014 - £4,316,734) was received from the DfE through the General Annual Grant (GAG). In addition the Trust received a DfE capital grant of £2,542,733 (2014 - £5,857,083) towards the costs of building and equipping the school premises. Other income received totalled £398,370 (2014 - £1,295,118) in other grant income, donations from the sponsors and parents.

In the year ended 31 August 2015 there was total expenditure of £6,703,311 (2014 - £5,281,086) (note 6). Staff salaries accounted for the majority of these costs at £3,816,255 (2014 - £2,944,155) (note 10).

The updating and development of the school premises accounted for capital spend in the year of £2,678,218 (2014 - £6,864,110) so that the total fixed assets at cost now stands at £14,921,183 (2014 - £13,121,622). Depreciation charges for the year total £878,657 (2014 - £524,492).

Financial and Risk Management Objectives and Policies

Risk is the threat that an event or action will adversely affect the Trusts ability to achieve its objectives and to successfully execute its strategies. As such, risk management is an integral part of good governance and is a process whereby there is a shared awareness and understanding within the Trust of

- The nature and extent of the risks it faces
- The extent and categories of risks regarded as acceptable (the Trust should formulate a sound policy on its threshold to risk)
- The likelihood and potential impacts of the risks materialising
- The ability to reduce the incidence and impact on the organisation of risks that do materialise
- Regular and on-going monitoring and reporting of risk
- An appropriate assessment is made of the cost of operating particular controls relative to the benefit obtained in managing the related risk
- The Trust conducts, at least annually, a review of the effectiveness of the system of internal control in place

The Trusts system of internal control is part of its risk management process and has a key role to play in the management of significant risks to the fulfilment of its objectives. It also contributes to the safeguarding of public funds, Trust assets and promotion of best value. Internal control facilitates the effectiveness and efficiency of operations, helps to ensure the reliability of internal and external reporting and assists compliance with laws and regulations.

The Trustees have adopted the Risk Registers based around those in the Academy's Handbook

Principal Risks and Uncertainty

The principal risk areas are the protection of pupils, staff and assets as well as maintaining pupil numbers in order to manage the financial risks. Systems and procedures to minimise these are constantly being reviewed and updated

10 Principal Risks and Uncertainties

The principal risks and uncertainties that the directors will monitor in 2015/16 include,

- Annual Government revenue funding
- Budget planning
- Staffing recruitment/appraisals/training
- Numbers of Pupil applications
- Pupil progress and attainment

11 Reserves Policy

As at 31 August 2015 the trust held restricted funds of £15,087,226. This is made up of a fixed asset fund of £14,427,040 which is represented by fixed assets, and a general reserve of £660,186 which represents the General Annual Grant surplus which will be carried forward to next year.

12 Investment Policy

The directors' investment powers are governed by the articles of association, which permits the trust's funds, not immediately required, to be invested in furtherance of its objects. The trust did not engage in any investment of surplus funds during the year under review.

13 Auditors

In so far as the directors are aware,

- there is no relevant audit information of which the charitable company's auditors are unaware, and
- the directors have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditor is aware of that information.

The auditors, Stanley Yule Chartered Accountants, will be proposed for re-appointment at the forthcoming Annual General Meeting.

Approved by order of the members of the governing body and signed on its behalf by



Dr Brinder Singh Mahon
Chairman Nishkam School Trust
Date 22.12.2015

14 Governance Statement for the Year Ended 31 August 2015

14.1 Scope of Responsibility

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

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

14.2 Governance

The information on governance included here supplements that described in the Directors' Report and in the Statement of Directors' responsibilities. The governing body has formally met 3 times during the year. Attendance during the year at meetings of the governing body was as follows

Governors	Nishkam Primary School	Nishkam High School	Nishkam School West London	Nishkam School Wolverhampton				
	Meetings Attended	Out of Meetings Possible	Meetings Attended	Out of Meetings Possible	Meetings Attended	Out of Meetings Possible	Meetings Attended	Out of Meetings Possible
Dr Brinder Singh	3	3	3	3	3	3	3	3
- appointed Jan 2011								
Prof Upkar Singh Pardesi OBE	0	3	0	3				
- appointed Jan 2011								
Dr Sarinder Singh Sahota OBE	3	3	2	3				
- appointed Jan 2011								
Sarah Evans OBE			2	3				
- appointed 6 th December 2013								
Dr Marius Felderhof			3	3				
- appointed 31st August 2013								
Bhopinder Rahanu	3	3						
- appointed 1st June 2012								
Raminder Kaur Bahra	3	3						
- appointed 9 th July 2014								
Balwinder Kaur Sembhi	3	3						
- appointed 9 th July 2014								
Gurpreet Kaur	1	3						
- appointed 9 th July 2014								
Harcharan Singh Hunjan		2	3					
- appointed 14 March 2013								
Vijay Desai		3	3					
- appointed 14th March 2013								
Djafar Sadi		3	3					
- appointed 27 th February 2014								
Louis Maciel		3	3					
- appointed 10 th November 2013								
Avtar Shergill		3	3					
- appointed 1 Sep 2014								
Catherine Heels								

EFA guidance on procurement has been followed. Systems are in place to achieve value for money independent review on major cost lines as well as independent sign off by Teachers, Heads and Governors to ensure we have the correct level of authority.

From outset Nishkam School Trust has ensured that value for money has been achieved for all types of school expenditure from manpower planning, building expenditure to education materials and resources. Our most recent Ofsted is graded outstanding which is part of a reflection sharing expertise and resources across the Trust as well as having increased level of resources through efficiencies and better procurement to achieve outstanding attainment

outcomes achieved in return for the taxpayers monies received

The accounting officer considers how the trust's use of its resources has provided good value for money during each academic year, and reports to the board of trustees where value for money can be improved, including the use of benchmarking data where available The accounting officer for the academy trust delivered improved value for money during the year as follows

Review of Value for money

The Finance and Audit Committee is a sub-committee of the main governing body. Its purpose is to have responsibility for monitoring and reporting on financial governance and the internal control environment

[illegible]

By working closely with our sponsor, GNNSJ, parents and community, volunteers have assisted in different elements of Trust activities e.g. facilities management, marketing support and building works. This has ensured community participation into the Trusts activities and allowed school monies to go even further

With the Trusts management pt 4 Free schools, the Finance Committee will continue to review and enhance systems of internal processes and controls and ensure all monies are expended economically, effectively and efficiently

The Purpose of the System of Internal Control

The system of internal control is designed to manage risk to a reasonable level rather than to eliminate all risk of failure to achieve policies, aims and objectives. It can therefore only provide reasonable and not absolute assurance of effectiveness. The system of internal control is based on an 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 at Nishkam School Trust 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 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 a formal on-going process for identifying, evaluating and managing the trust's significant risks that has been in place for the year ending 31 August 2012 and up to the date of approval of the annual report and financial statements. This process is regularly reviewed by the governing body

The Risk and Control Framework

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

- comprehensive budgeting and monitoring systems with an annual budget and periodic financial reports which are reviewed and agreed by the governing body,
- regular reviews of major purchase plans, capital works and expenditure programmes,
- setting targets to measure financial and other performance,
- clearly defined purchasing guidelines
- delegation of authority and segregation of duties,
- identification and management of risks

The governing body has considered the need for a specific internal audit function and has decided not to appoint an internal auditor. However, the governors have appointed Shaminder Singh Rai, as the Chief Operating Officer and Responsible Officer and Harjit Lall as Financial Controller for the Trust bringing the essential accounting and stewardship skills. With appropriately qualified individuals at the helm stewardship and governance will be further strengthened. The internal control environment is a standing agenda item for the Finance and Audit Committee. The RO's role includes giving advice on financial matters and performing a range of checks on the trust's financial systems. On a termly basis the RO reports to the governing body on the operation of the systems of control and on the discharge of the governing body's financial responsibilities. No material weaknesses were noted

Review of Effectiveness

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

- work of the Responsible Officer,
- work of the external auditor,
- financial management and governance self-assessment process,
- work of the executive managers within the trust who have responsibility for the development and maintenance of the internal control framework

The accounting officer has been advised of the implications of the result of the review of the system of internal control by the Finance and Audit Committee and a plan to ensure continuous improvement of the system is in place

Approved by order of the members of the governing body and signed on its behalf by



Dr Brinder Singh Mahon

Chairman

Date 22.12.2015



Shaminder Singh Rai

Accounting officer

Date 22.12.2015

15 Statement on Regularity, Propriety and Compliance For The Year Ended 31 August 2015

As accounting officer of Nishkam School Trust I have considered my responsibility to notify the trust governing body and the Education Funding Agency of material irregularity, impropriety and non-compliance with EFA terms and conditions of funding, under the funding agreement in place between the trust and the Secretary of State. As part of my consideration I have had due regard to the requirements of the Academies Financial Handbook.

I confirm that I and the trust governing body are able to identify any material irregular or improper use of funds by the trust, or material non-compliance with the terms and conditions of funding under the trust's funding agreement and the Academies Financial Handbook.

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



Shaminder Singh Rai

Accounting officer

Date 12.12.2015

16 Statement of Directors' Responsibilities for the Year Ended 31 August 2015

The trustees (who are also the directors of the Charitable Company for the purposes of company law) are responsible for preparing the directors' report and the financial statements in accordance with the Annual Accounts Requirements issued by the Education Funding Agency, United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice) and applicable law and regulations

Company law requires the directors to prepare financial statements for each financial year. Under company law the 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, for that period. In preparing these financial statements, the directors are required to

- select suitable accounting policies and then apply them consistently,
- observe the methods and principles in the Charities SORP,
- 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 directors 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 directors are responsible for ensuring that in its conduct and operation the Charitable Company applies financial and other controls, which conform with the requirements both of propriety and of good financial management. They are also responsible for ensuring grants received from the EFA/DfE have been applied for the purposes intended.

The directors are responsible for the maintenance and integrity of the corporate and financial information included on the 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 and signed on its behalf by



Dr Brinder Singh Mahon
Chairman

Date 22.12.2015

Statement of Trustees Responsibilities for the year ended 31 August 2015

The trustees (who act as governors of Nishkam School Trust and are also the directors of the charitable company for the purposes of company law) are responsible for preparing the Report of the Trustees and the financial statements in accordance with the Annual Accounts Direction issued by the Education Funding Agency, United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice) and applicable law and regulations

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

select suitable accounting policies and then apply them consistently,
observe the methods and principles in the Charity SORP 2005,
make judgements and estimates that are reasonable and prudent,
state whether applicable accounting standards have been followed,
subject to any material departures disclosed and explained in the financial statements,
prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business

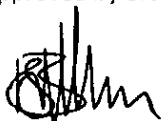
The trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the charitable company's transactions and disclose with reasonable accuracy at any time the financial position of the charitable company and to enable them to ensure that the financial statements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

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

In so far as the trustees are aware

there is no relevant audit information of which the charitable company's auditors are unaware, and
the trustees have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditors are aware of that information.

Approved by order of the members of the board of trustees on **22.12.2015** and signed on its behalf by



Brinder Singh Mahon - Trustee

**Report of the Independent Auditors to the Members of
Nishkam School Trust**

We have audited the financial statements of Nishkam School Trust for the year ended 31 August 2015 on pages twenty three to forty eight. The financial reporting framework that has been applied in their preparation is applicable law, United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice) and the Accounts Direction 2013 to 2014 issued by the Education Funding Agency (EFA).

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

Respective responsibilities of trustees and auditors

As explained more fully in the Statement of Trustees Responsibilities set out on page nineteen, the trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view.

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

Scope of the audit of the financial statements

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

Opinion on financial statements

In our opinion the financial statements

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

Opinion on other matter prescribed by the Companies Act 2006

In our opinion the information given in the Report of the Trustees for the financial year for which the financial statements are prepared is consistent with the financial statements.

**Report of the Independent Auditors to the Members of
NISHKAM SCHOOL TRUST**

Matters on which we are required to report by exception

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

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



Ian Bidmead FCA (Senior Statutory Auditor)
for and on behalf of Stanley Yule Chartered Accountants
Statutory Auditors
Waterside House
Waterside Business Park
1649 Pershore Road
Birmingham
West Midlands
B30 3DR

Date 22/12/2015

**Independent Reporting Accountant's Assurance Report on Regularity to
Nishkam School Trust and the Education Funding Agency**

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

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

Respective responsibilities of Nishkam School Trust's accounting officer and the reporting accountant

The accounting officer is responsible, under the requirements of Nishkam School Trust's funding agreement with the Secretary of State for Education and the Academies Financial Handbook, extant from 1 September 2014, for ensuring that expenditure disbursed and income received is applied for the purposes intended by Parliament and the financial transactions conform to the authorities which govern them

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

Approach

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

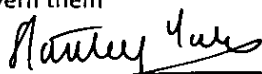
The objective of a limited assurance engagement is to perform such procedures as to obtain information and explanations in order to provide us with sufficient appropriate evidence to express a negative conclusion on regularity.

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

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

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 2014 to 31 August 2015 has not been applied to purposes intended by Parliament and the financial transactions do not conform to the authorities which govern them.



Stanley Yule Chartered Accountants
Waterside House
Waterside Business Park
1649 Pershore Road
Birmingham
West Midlands
B30 3DR

Date 22/12/2015

NISHKAM SCHOOL TRUST

**Statement of Financial Activities
for the year ended 31 August 2015**

					2015	2014
		Unrestricted fund	Restricted funds	Restricted Fixed Assets Funds - all funds	Total funds	Total funds
	Not es	£	£	£	£	as restated £
INCOMING RESOURCES						
Incoming resources from generated funds						
Voluntary income	2	-	16,014	81,655	97,669	1,003,510
Activities for generating funds	3	-	300,609	-	300,609	280,097
Investment income	4	-	92	-	92	-
Incoming resources from charitable activities						
Academy's educational operations	5	-	5,868,401	2,542,733	8,411,134	10,185,328
Total incoming resources		-	6,185,116	2,624,388	8,809,504	11,468,935
RESOURCES EXPENDED						
Charitable activities						
Academy's educational operations	7	-	5,728,534	881,420	6,609,954	5,223,406
Governance costs	8	-	93,357	-	93,357	57,680
Total resources expended	6	-	5,821,891	881,420	6,703,311	5,281,086
NET INCOMING RESOURCES		-	363,225	1,742,968	2,106,193	6,187,849
Other recognised gains/losses						
Actuarial gains/losses on defined benefit schemes		-	(60,000)	-	(60,000)	(41,000)
Net movement in funds		-	303,225	1,742,968	2,046,193	6,146,849
RECONCILIATION OF FUNDS						
As previously reported		-	637,871	12,684,072	13,321,943	6,894,184
Prior year adjustment	12	-	(280,910)	-	(280,910)	-
As Restated		-	356,961	12,684,072	13,041,033	6,894,184
TOTAL FUNDS CARRIED FORWARD		-	660,186	14,427,040	15,087,226	13,041,033

The notes form part of these financial statements

NISHKAM SCHOOL TRUST

**Statement of Financial Activities - continued
for the Year Ended 31 August 2015**

CONTINUING OPERATIONS

All incoming resources and resources expended arise from continuing activities

The notes form part of these financial statements

NISHKAM SCHOOL TRUST

Balance Sheet At 31 August 2015


		2015	2014
		£	as restated £
FIXED ASSETS	Notes		
Intangible assets	13	21,728	9,564
Tangible assets	14	<u>14,921,183</u>	<u>13,121,622</u>
		14,942,911	13,131,186
CURRENT ASSETS			
Debtors amounts falling due within one year	15	462,699	1,545,743
Cash at bank		<u>771,521</u>	<u>523,838</u>
		1,234,220	2,069,581
CREDITORS			
Amounts falling due within one year	16	<u>(988,905)</u>	<u>(2,118,734)</u>
NET CURRENT ASSETS/(LIABILITIES)		<u>245,315</u>	<u>(49,153)</u>
TOTAL ASSETS LESS CURRENT LIABILITIES		15,188,226	13,082,033
PENSION LIABILITY	21	<u>(101,000)</u>	<u>(41,000)</u>
NET ASSETS		<u><u>15,087,226</u></u>	<u><u>13,041,033</u></u>
FUNDS	20		
Restricted funds			
Restricted Funds - all funds		660,186	6,710,585
Restricted Fixed Assets Funds - all funds		<u>14,427,040</u>	<u>6,330,448</u>
		<u>15,087,226</u>	<u>13,041,033</u>
TOTAL FUNDS		<u><u>15,087,226</u></u>	<u><u>13,041,033</u></u>

The notes form part of these financial statements

NISHKAM SCHOOL TRUST

Balance Sheet - continued
At 31 August 2015

The financial statements were approved by the Board of Trustees on 22.12.2015 and were signed on its behalf by

 MATTON

Trustee

The notes form part of these financial statements

NISHKAM SCHOOL TRUST

**Cash Flow Statement
for the year ended 31 August 2015**

		2015	2014 as restated
	Notes	£	£
Net cash inflow from operating activities	1	2,940,735	6,840,234
Returns on investments and servicing of finance	2	92	-
Capital expenditure and financial investment	2	(2,693,144)	(6,864,110)
		<u>247,683</u>	<u>(23,876)</u>
<hr/>			
Reconciliation of net cash flow to movement in net debt	3		
Increase/(decrease) in cash in the period		<u>247,683</u>	<u>(23,876)</u>
Change in net debt resulting from cash flows		<u>247,683</u>	<u>(23,876)</u>
Movement in net debt in the period		247,683	(23,876)
Net debt at 1 September		<u>523,838</u>	<u>547,714</u>
Net debt at 31 August		<u>771,521</u>	<u>523,838</u>

The notes form part of these financial statements

NISHKAM SCHOOL TRUST

**Notes to the Cash Flow Statement
for the year ended 31 August 2015**

1. RECONCILIATION OF NET INCOMING RESOURCES TO NET CASH INFLOW FROM OPERATING ACTIVITIES

	2015	2014 as restated
	£	£
Net incoming resources	2,106,193	6,187,849
Depreciation charges	881,420	526,639
Interest received	(92)	-
Decrease/(increase) in debtors	1,083,044	(214,431)
Increase in creditors	<u>(1,129,830)</u>	<u>340,177</u>
Net cash inflow from operating activities	<u>2,940,735</u>	<u>6,840,234</u>

2. ANALYSIS OF CASH FLOWS FOR HEADINGS NETTED IN THE CASH FLOW STATEMENT

	2015	2014 as restated
	£	£
Returns on investments and servicing of finance		
Interest received	<u>92</u>	<u>-</u>
Net cash inflow for returns on investments and servicing of finance	<u>92</u>	<u>-</u>
 Capital expenditure and financial investment		
Purchase of intangible fixed assets	(14,926)	(11,711)
Purchase of tangible fixed assets	<u>(2,678,218)</u>	<u>(6,852,399)</u>
Net cash outflow for capital expenditure and financial investment	<u>(2,693,144)</u>	<u>(6,864,110)</u>

3 ANALYSIS OF CHANGES IN NET DEBT

	At 1 9 14	Cash flow	At 31.8.15
	£	£	£
Net cash			
Cash at bank	523,838	247,683	771,521
	<u>523,838</u>	<u>247,683</u>	<u>771,521</u>
Total	<u>523,838</u>	<u>247,683</u>	<u>771,521</u>

NISHKAM SCHOOL TRUST

notes to the financial statements for the year ended 31 August 2015

1 ACCOUNTING POLICIES

Basis of preparation

The financial statements have been prepared under the historical cost conventions, in accordance with applicable United Kingdom Accounting Standards, the Charity Commission 'Statement of Recommended Practice Accounting and Reporting by Charities' ('SORP2005'), the Academies Accounts Directions 2014 to 2015 issued by the EFA and the Companies Act 2006. A summary of the principal accounting policies which have been applied consistently, except where noted, is set out below.

Going concern

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

Incoming resources

All incoming resources are included in the Statement of Financial Activities when the academy trust has entitlement to the funds, certainty of receipt and the amount can be measured with sufficient reliability.

Grants receivable

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 included in creditors as deferred income. Where entitlement occurs before income is received, the income is accrued.

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

Sponsorship income

Sponsorship income provided to the academy trust which amounts to a donation is recognised in the Statement of Financial activities in the period in which it is receivable, where there is certainty of receipt and it is measurable.

Donations

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

Donated goods, facilities and services

The value of donated services and gifts in kind provided to the academy trust are recognised at 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 donated good is a fixed asset in which case the gain is recognised as income from donations and a corresponding amount is included in the appropriate fixed asset category and depreciated over the useful economic life in accordance with the academy's trust's accounting policies.

Operating leases

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

Other income

Other income is recognised in the period it is receivable and to the extent that the goods have been provided or on completion of the service.

NISHKAM SCHOOL TRUST

Notes to the Financial Statements - continued for the year ended 31 August 2015

1. ACCOUNTING POLICIES - continued

Resources expended

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

Charitable activities

Charitable activities are costs incurred for the academy trust's educational operations.

Governance costs

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

All resources expended are inclusive of irrecoverable VAT.

Tangible fixed assets

Depreciation is provided at the following annual rates in order to write off each asset over its estimated useful life.

Improvements to property	- 25% on cost, 20% on cost and improvements to property
Leasehold	- 2% on cost
Fixtures and fittings	- 25% on cost
Motor vehicles	- 25% on cost

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

Assets in the course of construction are included at cost. Depreciation on assets is not charged until they are brought into use. Nishkam Primary School opened in September 2011. Nishkam High School opened in September 2012. Nishkam School West London opened in September 2013. Assets used specifically in each school have been depreciated from the relevant dates.

Through Ofstead Nishkam School Trust took over Wolverhampton Sangat Education Trust from September 2014. The trust's assets were introduced at net book value and have been depreciated in line with Nishkam School Trust's depreciation policies.

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 assets may not be recoverable. Shortfall between the carrying value of fixed assets and their recoverable amount are recognised as impairments. Impairment losses are recognised in the Statement of Financial Activities.

NISHKAM SCHOOL TRUST

Notes to the Financial Statements - continued for the year ended 31 August 2015

1. ACCOUNTING POLICIES - continued

Taxation

The Academy Trust is considered to pass the tests set out in Paragraph 1 Schedule 6 to 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 Charitable Gifts Act 1992, to the extent that such income or gains are applied exclusively to charitable purposes.

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 Department of Education and the sponsor Guru Nanak Nishkam Sewak Jatha (Birmingham) UK where the asset acquired or created held for a specific purposes.

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

Investment income, gains and losses are allocated to the appropriate fund.

Pension costs and other post-retirement benefits

Retirement benefits to employees of the academy trust are provided by the Teacher's 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 substantially level percentage of current and future pensionable payroll. The contributions are determined by the Government Actuary on the basis of quinquennial valuations using a prospective benefit method. As stated in note 24, the TPS is a multi-employer scheme and the academy trust is unable to identify its share of the underlying assets and liabilities of the scheme on a consistent and reasonable basis. The TPS is therefore treated as a defined contribution scheme and the contributions recognised as they are paid each year.

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 in an actuarial basis using the projected unit method and discounted at a rate equivalent to the current rate of return in a high quality corporate bond of equivalent term and currency to the liabilities. The actuarial valuations are obtained at least triennially and are updated at each balance sheet date. The amounts charged to operating surplus are the current service costs and gains on the settlements and curtailments. They are included as part of staff costs. Past service costs are recognised immediately in the Statement of financial activities if the benefits have vested. If the benefits have not vested immediately, the costs are recognised over the period vesting occurs. The expected return on assets and the interest costs are shown as a net finance cost as part of other finance costs or credits adjacent to interest. Actuarial gains and losses are recognised immediately in other gains and losses.

Company status

The academy trust is a company limited by guarantee. The subscribers of the company are named in page 1. In the event of the academy trust being wound up, the liability in respect of the guarantee is limited to £10 per subscriber of the academy trust.

NISHKAM SCHOOL TRUST

**Notes to the Financial Statements - continued
for the year ended 31 August 2015**

2. VOLUNTARY INCOME

	2015	2014 as restated
	£	£
Donations	<u>97,669</u>	<u>1,003,510</u>

3. ACTIVITIES FOR GENERATING FUNDS

	2015	2014 as restated
	£	£
Activities for generating funds	<u>300,609</u>	<u>280,097</u>

4. INVESTMENT INCOME

	2015	2014 as restated
	£	£
Deposit account interest	<u>92</u>	<u>-</u>

5. INCOMING RESOURCES FROM CHARITABLE ACTIVITIES - ACADEMY'S EDUCATIONAL OPERATIONS

	Unrestricted funds	Restricted funds	2015 Total funds	2014 Total funds as restated
	£	£	£	£
General Annual Grant (GAG)	-	5,868,401	5,868,401	4,316,734
DfE lead in cost grant	-	-	-	11,511
DfE capital grant	<u>-</u>	<u>2,542,733</u>	<u>2,542,733</u>	<u>5,857,083</u>
	<u>-</u>	<u>8,411,134</u>	<u>8,411,134</u>	<u>10,185,328</u>

NISHKAM SCHOOL TRUST

**Notes to the Financial Statements - continued
for the year ended 31 August 2015**

6 RESOURCES EXPENDED

	Non-pay expenditure			2015	2014
	Staff costs	Depreciation	Other costs	Total	Total as restated
	£	£	£	£	£
Charitable activities					
Academies educational operations					
Direct costs	3,118,246	-	727,219	3,845,465	2,858,479
Allocated support costs	<u>698,009</u>	<u>881,420</u>	<u>1,185,060</u>	<u>2,764,489</u>	<u>2,364,927</u>
	3,816,255	115,602	1,912,279	6,609,954	5,223,406
Governance costs including allocated support costs	<u>-</u>	<u>-</u>	<u>93,357</u>	<u>93,357</u>	<u>57,680</u>
	<u>3,816,255</u>	<u>881,420</u>	<u>2,005,636</u>	<u>6,703,311</u>	<u>5,281,086</u>

Net resources are stated after charging/(crediting)

	2015	2014
	£	as restated £
Auditors' remuneration	14,000	13,000
Depreciation - owned assets	878,657	524,491
Computer software amortisation	<u>2,762</u>	<u>2,147</u>

NISHKAM SCHOOL TRUST

**Notes to the Financial Statements - continued
for the year ended 31 August 2015**

7. RESOURCES EXPENDED FROM CHARITABLE ACTIVITIES - ACADEMY'S EDUCATIONAL OPERATIONS

	2015	2014
	Total	Total
	funds	funds
		as restated
	£	£
Direct costs		
Wages and Salaries	2,513,689	1,830,529
Supply Teacher Costs	138,957	73,288
Subcontractor	12,427	39,032
National Insurance	197,143	140,322
Pension Costs	256,030	178,179
Educational supplies	141,645	120,592
Trips and events	63,130	37,917
Uniforms	2,590	130
Examination fees	7,152	6,968
Staff development	43,203	61,709
Educational consultancy	83,530	38,052
Food and Milk	270,367	192,233
Educational Materials	<u>115,602</u>	<u>139,528</u>
	3,845,465	2,858,479
Allocated support costs		
Wages and Salaries	607,101	575,785
National Insurance	26,895	29,853
Pension Costs	64,013	77,127
Amortisation	2,762	2,147
Depreciation	878,658	524,492
Hire of plant and machinery	3,596	3,173
Technology costs	61,418	68,238
Recruitment and support	25,026	72,354
Repairs and maintenance	63,188	29,685
Cleaning	30,555	17,359
Rent and rates	531,588	459,612
Energy costs	85,608	101,659
Stationery and printing	59,125	82,785
Insurance	25,484	56,859
Sundry items	26,475	15,654
Advertising and marketing	56,206	53,533
Subscriptions	35,438	22,823
Telephone and internet	22,808	22,171
Travel and subsistence	34,170	20,755
Bank charges	3,449	2,948
Security	12,216	12,900
Motor Expenses	3,968	2,059
It and business management consultancy	<u>104,742</u>	<u>110,956</u>
	2,764,489	2,364,927
	<u>6,609,954</u>	<u>5,223,406</u>

NISHKAM SCHOOL TRUST

Notes to the Financial Statements - continued for the year ended 31 August 2015

8. GOVERNANCE COSTS

	2015	2014 as restated
	£	£
Accountancy	74,826	37,728
Auditors' remuneration	14,000	13,000
Professional Fees	<u>4,531</u>	<u>6,952</u>
	<u>93,357</u>	<u>57,680</u>

9. TRUSTEES' REMUNERATION AND BENEFITS

Trustees' expenses

There were no trustees' expenses paid for the year ended 31 August 2015 nor for the year ended 31 August 2014

10. STAFF COSTS

	2015	2014 as restated
	£	£
Wages and salaries	3,120,790	2,406,316
Social security costs	224,039	170,174
Other pension costs	<u>320,042</u>	<u>255,306</u>
	3,664,871	2,831,796
Supply teacher costs	138,957	73,288
Sub-contractor	<u>12,427</u>	<u>39,031</u>
	<u>3,816,255</u>	<u>2,944,155</u>

The average number of persons (including senior management team) employed by the charitable company during the year expressed as full time equivalents was as follows

	2015	2014
Teachers	59	49
Educational support staff	27	21
Non-teaching staff	<u>55</u>	<u>35</u>
	<u>141</u>	<u>105</u>

The Head Teacher and other staff Governor only receive remuneration in respect of services they provide undertaking the roles of Head Teacher and staff, and not in respect of their services as Governors. Other Governors did not receive any payments, other than expenses from the academy trust in respect of their role as Governor. The value of staff Governors' remuneration during the year, including pension contributions, from the start of the financial year (or the date of appointment if later) to the date of resignation (or the end of the financial year if earlier) fell within the following bands

NISHKAM SCHOOL TRUST

Notes to the Financial Statements - continued for the year ended 31 August 2015

10. STAFF COSTS - continued

	2015	2014
0-5000		
5,000-10,000		
15,000-20,000		Balwinder Sembhi
15,000-20,000	Sajmira Shabani	Sajmira Shabani
20,000-25,000	Jaspreet Bahia	
20,000-25,000	Balwinder Sembhi	
25,000-30,000		Louis Maciel
30,000-35,000	Louise Maciel	
30,000-35,000	Terry Green	
35,000-40,000		Gurpreet Kaur
40,000-45,000	Djafar Sadi	Djafar Sadi
40,000-45,000	Gurpreet Kaur	
50,000-55,000		
55,000-60,000		
60,000-65,000		Terry Green

During the year none of the Directors received any remuneration (2014 - £NIL)

During the year none of the Directors received any benefits in kind (2014 - £NIL)

During the year none of the Directors received any reimbursement of expenses (2014 - £NIL)

Higher paid staff

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

	2015	2014
60,000-65,000	-	Terry Green-

NISHKAM SCHOOL TRUST

Notes to the Financial Statements - continued for the year ended 31 August 2015

11 TRUSTEES' AND OFFICERS' INSURANCE

In accordance with normal commercial practice the academy trust has purchased insurance to protect Directors and officers from claims arising from negligent acts, errors or omissions occurring whilst on academy business. The insurance provides cover up to £1m on any one claim and the cost for the year ended 31 August 2015 was £6,801 (2014 - £42,971)

The cost of this insurance is included in the total insurance cost

12. PRIOR YEAR ADJUSTMENT

The prior year adjustments relates to the adjustment of pupil numbers during the 2013/2014 academic year. The Academy had fewer pupils than estimated resulting in a clawback amount of £280,910. The over funding was reclaimed by the Education Funding Agency during the 2014/2015 academic year.

13 ACQUISITION

On 1 September 2014 the Trust acquired the ongoing operations and liabilities of the Wolverhampton Sangat Trust, a Free School operating in the West Midlands. The assets acquired were as follows

	£
Tangible Fixed assets	2,096,930
Cash held at Bank	49,401
Debtors	951,012
Creditors	(1,566,924)
Deferred income re Fixed Asset Grant	<u>(1,515,051)</u>
Net reserves transferred	<u>15,368</u>

Following the acquisition the Trust adopted the accounting policy contained within the SOPR to recognise the capital grant in full into the Restricted Fixed Asset reserve by transferring the taken over deferred amount into the Statement of Financial Activities

14 INTANGIBLE FIXED ASSETS

	Computer software £
COST	
At 1 September 2014	11,711
Additions	<u>14,926</u>
At 31 August 2015	<u>26,637</u>
AMORTISATION	
At 1 September 2014	2,147
Charge for year	<u>2,762</u>
At 31 August 2015	<u>4,909</u>
NET BOOK VALUE	
At 31 August 2015	<u>21,728</u>
At 31 August 2014	<u>9,564</u>

NISHKAM SCHOOL TRUST

**Notes to the Financial Statements - continued
for the year ended 31 August 2015**

15 TANGIBLE FIXED ASSETS

	Long leasehold £	Improvement to property £	Fixtures and fittings £	Motor vehicles £	Totals £
COST					
At 1 September 2014	-	12,914,422	1,038,312	66,493	14,019,227
Additions	<u>1,932,835</u>	<u>281,371</u>	<u>464,012</u>	<u>-</u>	<u>2,678,218</u>
At 31 August 2015	<u>1,932,835</u>	<u>13,195,793</u>	<u>1,502,324</u>	<u>66,493</u>	<u>16,697,445</u>
DEPRECIATION					
At 1 September 2014	-	524,726	347,272	25,607	897,605
Charge for year	<u>38,477</u>	<u>491,703</u>	<u>328,626</u>	<u>19,851</u>	<u>878,657</u>
At 31 August 2015	<u>38,477</u>	<u>1,016,429</u>	<u>675,898</u>	<u>45,458</u>	<u>1,776,262</u>
NET BOOK VALUE					
At 31 August 2015	<u>1,894,358</u>	<u>12,179,364</u>	<u>826,426</u>	<u>21,035</u>	<u>14,921,183</u>
At 31 August 2014	<u>-</u>	<u>12,389,696</u>	<u>691,040</u>	<u>40,886</u>	<u>13,121,622</u>

16 DEBTORS AMOUNTS FALLING DUE WITHIN ONE YEAR

	2015 £	2014 as restated £
Trade debtors	22,064	18,573
Other debtors	155,239	920,245
VAT	150,000	556,361
Prepayments	<u>135,396</u>	<u>50,564</u>
	<u>462,699</u>	<u>1,545,743</u>

NISHKAM SCHOOL TRUST

**Notes to the Financial Statements - continued
for the year ended 31 August 2015**

17. CREDITORS AMOUNTS FALLING DUE WITHIN ONE YEAR

	2015	2014
		as restated
	£	£
Trade creditors	226,656	1,009,419
Social security and other taxes	63,424	50,327
Other creditors	315,450	773,367
Accruals and deferred income	312,193	223,770
Accrued expenses	<u>71,181</u>	<u>61,851</u>
	<u>988,905</u>	<u>2,118,734</u>

Deferred Income

	£	£
Deferred income brought forward	140,962	152,473
Resources deferred during the year	171,231	82,808,
Amounts released from previous years		<u>(11,511)</u>
	<u>312,193</u>	<u>223,770</u>

£140,962 relates to a project development grant in respect of Nishkam School West London,

18 OPERATING LEASE COMMITMENTS

The following operating lease payments are committed to be paid within one year

	Land and buildings	
	2015	2014
		as restated
	£	£
Expiring		
Within one year	-	7,200
Between one and five years	211,068	211,068
In more than five years	<u>173,233</u>	<u>173,233</u>
	<u>384,301</u>	<u>391,501</u>

NISHKAM SCHOOL TRUST

**Notes to the Financial Statements - continued
for the year ended 31 August 2015**

19 ANALYSIS OF NET ASSETS BETWEEN FUNDS

				2015	2014
	Unrestricted fund	Restricted funds	Restricted Fixed Assets Funds - all funds	Total funds	Total funds
	£	£	£	£	as restated £
Fixed assets	-	-	14,942,911	14,942,911	13,131,186
Current assets	-	1,234,220	-	1,234,220	2,069,581
Current liabilities	-	(473,034)	(515,871)	(988,905)	(2,118,734)
Pension liability	-	(101,000)	-	(101,000)	(41,000)
	<u>-</u>	<u>660,186</u>	<u>14,427,040</u>	<u>15,087,226</u>	<u>13,041,033</u>

20. MOVEMENT IN FUNDS

	At 1 9 14 £	Prior year adjustment £	Net movement in funds £	At 31 8 15 £
Restricted funds				
Restricted Funds - all funds	637,871	(280,910)	303,225	660,186
Restricted Fixed Assets Funds - all funds	<u>12,684,072</u>	<u>-</u>	<u>1,742,968</u>	<u>14,427,040</u>
	<u>13,321,943</u>	<u>(280,910)</u>	<u>2,046,193</u>	<u>15,087,226</u>
TOTAL FUNDS	<u><u>13,321,943</u></u>	<u><u>(280,910)</u></u>	<u><u>2,046,193</u></u>	<u><u>15,087,226</u></u>

Net movement in funds, included in the above are as follows

	Incoming resources £	Resources expended £	Gains and losses £	Movement in funds £
Restricted funds				
Restricted Funds - all funds	6,185,116	(5,821,891)	(60,000)	303,225
Restricted Fixed Assets Funds - all funds	<u>2,624,388</u>	<u>(881,420)</u>	<u>-</u>	<u>1,742,968</u>
	<u>8,809,504</u>	<u>(6,703,311)</u>	<u>(60,000)</u>	<u>2,046,193</u>
TOTAL FUNDS	<u><u>8,809,504</u></u>	<u><u>(6,703,311)</u></u>	<u><u>(60,000)</u></u>	<u><u>2,046,193</u></u>

NISHKAM SCHOOL TRUST

Notes to the Financial Statements - continued for the year ended 31 August 2015

21. MOVEMENT IN FUNDS – continued

Restricted general funds

These funds relate to Government funding for the provision of education by the Charitable Company. The General Annual Grant is revenue from the EFA, from which the academy is expected to meet its day to day running cost.

Restricted fixed asset funds

These funds include grants used for the building works and the purchase of furniture, equipment and ICT equipment. Fixed asset purchases from Department for Education grants are subject to restrictions under the school's funding agreement with the Department for Education.

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

Analysis of Academies by Fund Balance

	2015	2014 as reinstated
	£	£
Nishkam Primary School	607,529	330,648
Nishkam High School	174,599	112,338
Nishkam School West London	(15,540)	-45,025
Wolverhampton Sangat Trust	(5,402)	
Total before fixed asset fund and pension reserve	761,186	397,961
Restricted fixed asset fund	14,427,040	12,684,072
Actuarial Loss	(101,000)	(41,000)
Total	<u>15,087,226</u>	<u>13,041,033</u>

NISHKAM SCHOOL TRUST

Notes to the Financial Statements - continued for the year ended 31 August 2015

22. MOVEMENT IN FUNDS – continued Analysis of Academies by Cost

Expenditure incurred by each academy during the year was as follows

	Teaching and educational support staff costs £	Other support staff costs £	Educational supplies £	Other costs excluding depreciation £	Total £
Nishkam Primary School	899,828	334,518	198,608	293,049	1,726,003
Nishkam High School	1,407,312	142,534	233,186	397,433	2,180,465
Nishkam School West London	514,027	143,478	130,116	312,317	1,099,938
Wolverhampton Sangat Trust	217,235	13,065	78,383	94,775	403,458
Central Costs	79,844	64,414	86,926	180,843	412,027
	<u>3,118,246</u>	<u>698,009</u>	<u>727,219</u>	<u>1,278,417</u>	<u>5,821,891</u>

Central Service

The academy trust has provided the following central services to its academies during the year

	2015 £	2014
Accountancy Charges	72,926	37,728
Audit	14,000	13,000
Consultancy Charges	127,848	61,800
Professional Fees		6,000
Other Costs	117,530	6,725
Staff Costs	<u>79,844</u>	
	<u>412,148</u>	<u>125,253</u>

The Trust charges for these costs services as follows

	2015 £	2014
Nishkam Primary School	103,037	60,120
Nishkam High School	103,037	60,120
Nishkam West London	103,037	5,013
Wolverhampton Sangat Trust	103,037	
	<u>412,148</u>	<u>125,253</u>

NISHKAM SCHOOL TRUST

Notes to the Financial Statements - continued for the year ended 31 August 2015

23 PENSION AND SIMILAR OBLIGATIONS

The academy trust's employees belong to two principal pension schemes the Teacher's Pension Scheme England and Wales ("TPS") for academic and related staff, and the Local Government Pension Scheme ("LGPS") for non-teaching staff, which is managed by West Midlands Pension and Hounslow Pension Fund These are multi-employer defined benefit schemes and the assets are held separately from those of the academy trust

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

Contributions amounting to £43,029 (2014 - £NIL) were payable to the schemes at 31 August 2015 and are included in creditors

Teachers' pension scheme

The Teachers' Pension Scheme (TPS) is a statutory, contributor, 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 lecturer and from 1 January 2007, automatic for teachers in part-time employment following appointment or a change of contract, though 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

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 Employers Cost Cap) Directions 2014 The valuation report was published by the Department for Education on 9 June 2014 The key elements of the valuation and subsequent consultation are

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

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

The pension costs paid to TPS in the period amounted to £428,439 (2014 - £204,124)

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

Under the definitions set out in Financial Reporting Standard (FRS17) Retirement Benefits, the TPS is a multi-employer pension scheme The trust has accounted for its contributions to the scheme as if it were a defined contribution scheme The trust has set out above the information available on the scheme

NISHKAM SCHOOL TRUST

Notes to the Financial Statements - continued for the year ended 31 August 2015

24 PENSION AND SIMILAR OBLIGATIONS - continued

Local government pension scheme

Local government pension scheme

The LGPS is a funded defined benefit scheme, with assets held in separate trustee-administered funds. The total contribution made for the year ended 31 August 2015 was £101,394, of which employer contributions totalled £63,751 and employees' contribution totalled £37,643. The aggregate contributions rates for future years are 9% percent for employers and up to 12.5% percent for employees.

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

The amounts recognised in the balance sheet are as follows

	Defined benefit pension plans	
	2015	2014
		as restated
	£	£
Present value of funded obligations	(270,000)	(133,000)
Fair value of plan assets	<u>169,000</u>	<u>92,000</u>
	<u>(101,000)</u>	<u>(41,000)</u>
Deficit	<u>(101,000)</u>	<u>(41,000)</u>
Liability	<u>(101,000)</u>	<u>(41,000)</u>

The amounts recognised in the statement of financial activities are as follows

	Defined benefit pension plans	
	2015	2014
		as restated
	£	£
Current service cost	90,000	68,000
Interest cost	8,000	4,000
Expected return	<u>(7,000)</u>	<u>(3,000)</u>
	<u>91,000</u>	<u>69,000</u>
Actual return on plan assets	<u>6,000</u>	<u>2,000</u>

NISHKAM SCHOOL TRUST

**Notes to the Financial Statements - continued
for the year ended 31 August 2015**

24. PENSION AND SIMILAR OBLIGATIONS
- continued

Changes in the present value of the defined benefit obligation are as follows

	Defined benefit pension plans	
	2015	2014
		as restated
	£	£
Defined benefit obligation	(133,000)	(28,000)
Current service cost	(90,000)	(68,000)
Contributions by scheme participants	(29,000)	(22,000)
Interest cost	(8,000)	(4,000)
Estimated benefits paid net of transfers in	2,000	-
Actuarial losses/(gains)	<u>(12,000)</u>	<u>(11,000)</u>
	<u>(270,000)</u>	<u>(133,000)</u>

Changes in the fair value of scheme assets are as follows

	Defined benefit pension plans	
	2015	2014
		as restated
	£	£
Fair value of scheme assets	92,000	25,000
Contributions by employer	44,000	43,000
Contributions by scheme participants	29,000	22,000
Estimated benefits paid net of transfers in and including unfunded	(2,000)	-
Expected return	7,000	3,000
Actuarial gains/(losses)	<u>(1,000)</u>	<u>(1,000)</u>
	<u>169,000</u>	<u>92,000</u>

NISHKAM SCHOOL TRUST

Notes to the Financial Statements - continued for the year ended 31 August 2015

24 PENSION AND SIMILAR OBLIGATIONS - continued

The major categories of scheme assets as amounts of total scheme assets are as follows

	Defined benefit pension plans	
	2015	2014 as restated
	£	£
Equities	101,000	41,400
Government Bonds	13,000	7,268
Other Bonds	17,000	9,476
Cash/liquidity	8,000	4,048
Other	16,000	21,804
Property	14,000	8,004
	<u>169,000</u>	<u>92,000</u>

The major categories of scheme assets as amounts of total scheme assets as follows

	2015	2014
	%	%
Equities	60	42
Government Bonds	7	8
Other Bonds	10	10
Property	9	9
Other	5	4
Cash/liquidity	9	24

Principal actuarial assumptions at the balance sheet date (expressed as weighted averages)

	2015	2014
Discount rate	4%	4%
Expected return on scheme assets	5.9%	5.88%
Future salary increases	4.15%	3.95%
Future pension increases	2.4%	2.2%
Inflation assumption (CPI)0	2.4%	2.2%

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

	2015	2014
Retiring today		
Males	23.0	22.9
Females	25.6	25.5
Retiring in 20 years		
Male	25.2	25.1
Females	28.0	27.8

NISHKAM SCHOOL TRUST

**Notes to the Financial Statements - continued
for the year ended 31 August 2015**

24 PENSION AND SIMILAR OBLIGATIONS
- continued

Amounts for the current and previous two periods are as follows

	2015	2014 as restated	2013
	£	£	£
Defined benefit pension plans			
Defined benefit obligation	(270,000)	(133,000)	(27,670)
Fair value of scheme assets	169,000	92,000	27,670
Deficit	(101,000)	(41,000)	-
Experience adjustments on scheme assets	1,000	-	-

NISHKAM SCHOOL TRUST

Notes to the Financial Statements - continued for the year ended 31 August 2015

25. RELATED PARTY DISCLOSURES

Owing to the nature of the academy trust's operations 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 directors have an interest. All transactions involving such organisations are conducted at arm's length and in accordance with the academy trust's financial regulations and normal procurement procedures.

Guru Nanak Nishkam Sewak Jatha (Birmingham) UK

An unincorporated charity in which the Patron Mohinder Singh Ahluwalia was a trustee

In September 2011 Nishkam School Trust entered into a 25 year lease relating to properties at 3 Soho Road and 9 to 11 Soho Road. Guru Nanak Nishkam Sewak Jatha (Birmingham) UK hold the freehold. A leasehold interest was held by Guru Nanak Education Trust.

Guru Nanak Nishkam Education Trust

A charity in which the Patron Mohinder Singh Ahluwalia was a Trustee

Nishkam Civic Association

A Charity in which the Director Professor Upkar Singh Pardessi and the patron Mohinder Singh Ahluwalia were Trustees

Nishkam Security Limited

A company in which the Patron Mohinder Singh Ahluwalia was a director

Marg Sat Santokh Manufacturers Limited

A company in which the Patron Mohinder Singh Ahluwalia was a Director

Nishkam Pharmacy Ltd

A 100% owned subsidiary of Nishkam Healthcare Trust in which trustee Mohinder Singh Ahluwalia has significant influence

	2015 £	2014 £
Guru Nanak Nishkam Sewak Jatha (Birmingham) UK		
Donation received from GNNSJ	81,653	980,000
Rent and service charges paid to GNNSJ	245,472	137,333
Amount due from GNNSJ at the year end	-	30,000
Amount due to GNNSJ		38,683
Guru Nanak Nishkam Education Trust		
Rent and nursery services paid to GNNET	35,900	35,900
Sport funding received from GNNET	-	5,438
Goods and services sold to GNNET	11,553	12,604
Amount due from GNNET at the year end	11,533	-
Amount due to GNNET at the year end	-	8,975
Nishkam Civic Association		
Room hire, staff training and refreshments purchased from NCA	6,354	19,003
Nishkam Security Limited		
Security charges paid to NSL	10,956	12,900
Amount due to NSL at the year end	884	1,260
Marg Sat Santokh Manufacturers Limited		
Goods purchased from MSS	10,997	53,542
Amount due to MSS at the year end	507	18,203

NISHKAM SCHOOL TRUST

Notes to the Financial Statements - continued for the year ended 31 August 2015

25. RELATED PARTY DISCLOSURES

Nishkam Pharmacy Limited

Goods purchased from NPL

200

270

During the year the Trust received service to the value £86,760 from Improving your business – Consultancy Ltd, a company in which the Chief Operating Officer is materially interested as shareholder. There is a 50% reduction in the fee to reflect the Nishkam ethos (promoting selflessness). The amount owed to Improving your business – Consultancy Ltd at the yearend is £36,540.