

OASIS INTERNATIONAL ASSOCIATION

CONSOLIDATED FINANCIAL STATEMENTS

31 AUGUST 2019

(Company limited by guarantee and not having a share capital)

Registered charity number 1098100

OASIS INTERNATIONAL ASSOCIATION
Company number 04255992
Registered charity number 1098100
FOR THE YEAR ENDED 31 AUGUST 2019

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OASIS INTERNATIONAL ASSOCIATION
COMPANY INFORMATION
Company number 04255992
Registered charity number 1098100
FOR THE YEAR ENDED 31 AUGUST 2019

DIRECTORS

M Chater
A Cook
E Dunn
J Herbert
J Slater
C Taylor
P Turner
J L P Whiter (Chairman)
A Van Heerden

**SECRETARY AND REGISTERED AND PRINCIPAL
OFFICE**

Mr C Dudbridge
Registered office:
1 Kennington Road
London
SE1 7QP

AUDITOR

BDO LLP
55 Baker Street
London
W1U 7EU

BANKER

Barclays Bank PLC
1 Churchill Place
London E14 5HP

SOLICITORS

Lewis Silkin LLP
5 Chancery Lane
Clifford's Inn
London EC4A 1BL

Browne Jacobson LLP
Victoria Square House
Victoria Square
Birmingham B2 4BU

GROUP CHIEF EXECUTIVE

J Madeiros

OASIS INTERNATIONAL ASSOCIATION
DIRECTORS' REPORT
Company number 04255992
Registered charity number 1098100
FOR THE YEAR ENDED 31 AUGUST 2019

INTRODUCTION

The Directors (who are also the Trustees for the purposes of Charity Law) are pleased to present their report and financial statements for the year ending 31 August 2019. This report, which includes the strategic report, and these statements, have been prepared in accordance with current statutory requirements, the charity's governing document, the Accounting and Reporting by Charities, Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable to the UK and Republic of Ireland (FRS 102), applicable accounting standards and Companies Act 2006.

PRINCIPAL ACTIVITIES

Oasis International Association's (OIA) objects are the advancement of Christianity; the advancement of education; the advancement of health and the preservation and protection of public health generally; the relief of persons who are in need, hardship or distress and the prevention and relief of poverty.

The Directors have referred to the guidance contained in the Charity Commission's general guidance on public benefit when reviewing the aims and objectives and in planning future activities. In particular, the Directors consider how planned activities will contribute to the aims and objectives they have set. The main activities undertaken to further OIA's purposes for the public benefit are explained later in this report.

GOVERNANCE

Oasis International Association (OIA) is a company limited by guarantee and governed by its Memorandum and Articles of Association, dated 20th July 2001, as amended and approved by the Charity Commission for England and Wales on 16th August 2016. It was created by a merger with the previous ultimate parent of the Group, Oasis Charitable Trust, on 1st September 2016 to become the ultimate parent. The combining charities had the same objectives and principal activities at the time of the merger.

New directors are identified by the existing directors on a skills basis and appointed by a majority vote. Their appointment is subject to approval at a General Meeting and they can serve for a term of three years and may serve for a maximum of two further terms of office.

An induction programme is made available to new Directors, which enables them to gain a full understanding of the vision, mission, ethos, values, strategy and activity of OIA. The induction programme includes engaging with OIA's subsidiaries, visits to OIA's projects and training in the responsibilities of charity trustees as well as the governance approach adopted by the Board.

The Directors are covered by the company's professional indemnity insurance policy.

The Directors normally meet five times a year; but met six times during this period. They delegate the day-to-day management of the Company to the Group Chief Executive but retain responsibility for major strategic and governance decisions.

**OASIS INTERNATIONAL ASSOCIATION
DIRECTORS' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2019**

DIRECTORS

The Directors who have served during the year are:

M Chater
A Cook
E Dunn
J Herbert
G J Mungeam (resigned 27/10/2018)
J Slater
C Taylor
P Turner
J L P Whiter (Chairman)
A Van Heerden

COMPANY SECRETARY AND COMPANY REGISTRATIONS

Mr Clive Dudbridge is the company's secretary. The Company's registered office is 1, Kennington Road, London SE1 7QP.

OIA is a company limited by guarantee, whose registered number is 04255992. It is also a registered charity, number 1098100.

GOVERNANCE STRUCTURE

OIA exists to ensure that, as a global entity, Oasis is strategic in its development, cohesive, mutually supportive and inter-dependent. It also seeks to ensure that Oasis work around the world is consistent with its vision, mission and values. Nonetheless, it believes that all Oasis work should be contextual, preserving and contributing to regional and local distinctives. Further, it encourages partnership with other like-minded organisations and the provision of complementary services.

In order to do this the Association continues to bring together, as a global family, Oasis organisations operating in the UK, India, United States, Zimbabwe, South Africa, Uganda, Kyrgyzstan, Mozambique and Belgium. In all countries except the UK each is locally governed, but are all held together by a non-legally binding 'Working Agreement' which commits all the countries to a common Christian ethos and to having objectives that focus on the needs of poor, marginalized and excluded people, especially children and young people in urban areas. In addition, OIA inputs to the strategic plans of each country to ensure that they are in line with global strategy. To ensure good governance in each country, OIA staff members hold regular calls with Country Leaders, visit the countries and attend Board meetings wherever possible (OIA has an ex-officio membership of each Board). Board meetings are usually held in the UK.

In the UK the relationship is different as OIA has a legally binding parental relationship with the UK Group. It is this responsibility that is mainly reflected through these accounts.

Within the UK Group, OIA has three immediate subsidiary companies (Oasis International Foundation (OIF), Oasis Charitable Trust (OCT) and STOP THE TRAFFIK (STT)), the details of which are set out in Note 27. Oasis Charitable Trust (OCT) has a number of subsidiaries; Oasis Community Learning (OCL), Oasis College of Higher Education (OCHE), Oasis Community Housing (OCH), and Oasis Community Partnership (OCP). OCP is the parent of a number of Hub Companies. All are companies limited by guarantee and registered charities. These companies work within a specific location and are intended to provide a base for developing local community projects funded from local resources. 15 of the Hub companies were active during this year and their results are consolidated within OCP and included in these financial statements.

Boards of all subsidiary companies are responsible for the governance of those companies and are accountable to the Board of OIA in performing that role.

**OASIS INTERNATIONAL ASSOCIATION
DIRECTORS' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2019**

VISION, MISSION, OUTCOMES AND OPERATION

Vision (what we are working towards)

Oasis' vision is for community – a place where everyone is included, making a contribution and reaching their God-given potential.

Mission (what we are doing now to fulfil our vision)

Oasis is committed to working in an inclusive, integrated, empowering and comprehensive way so that all people experience wholeness and fullness of life.

Outcomes (what we hope will be the results of the work we do)

1. Local communities that are characterised by high levels of trust, safety, cohesion, mutual support, vibrancy, health and opportunity, and have increasing capacity to address their own issues.
2. The prevention of people being excluded from community and those that are, brought back into community finding wholeness and fullness of life
3. The replication of models that effectively contribute to community transformation or bring the excluded into community.

Operation

Locally, in each place that Oasis operates, Oasis exists to transform communities so that they are healthy. A healthy community is one that is characterised by trust, safety, cohesion, mutual support, vibrancy, health and opportunity, and an increasing capacity to address its own issues.

We have one model of community development, which we refer to as an Oasis Hub. A Hub is a Christ-centered place of activity that provides integrated, high quality and diverse services to benefit the whole person and the whole community. This is achieved by bringing together the Oasis ethos and values, local and national resources and expertise, and working together in and with local partnerships, to meet the needs of the local community. We also work (under Outcome 2) with people who are excluded from community, aiming to help create belonging again. We call this model of work 'Inclusion'.

The key ways in which OIA conducts its role are as follows:

- To maintain the cohesion of the family of Oasis organisations by ensuring that the Oasis ethos is understood and implemented across the group of organisations
- To ensure that the group of organisations is governed well and in accordance with Oasis theology and ethos
- To grow and develop Oasis hubs
- To promote the corporate message of Oasis

In the UK this role is a legal one, and OIA carries out its responsibilities through two direct subsidiaries, Oasis International Foundation and Oasis Charitable Trust. It also delivers on its human rights objective, not only through the Hubs, but also targeting human trafficking through its third direct subsidiary, Stop the Traffik.

STRATEGIC REPORT

As mentioned in last year's report, Oasis International Association commenced two initiatives to strengthen the relationship around the global Oasis family. Firstly, a commitment during 2018/19 to seek funding for leadership costs in countries; and secondly to improve accountability through reviewing key policies and increasing oversight and in a number of cases strengthening governance.

**OASIS INTERNATIONAL ASSOCIATION
DIRECTORS' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2019**

1. **Leadership Costs:** As explained last year, generally, funders don't see 'core costs' as having impact in a community, as, understandably, they want their funding to achieve the maximum impact on the ground. However, we recognise after working in some of the most disadvantaged and challenging communities in the world for over 30 years, that leadership and 'incarnational' work is the best way to resolve poverty. Sending money and aid is vitally important but the route to recovery is to empower people by helping them to come to terms emotionally, spiritually and mentally with what has happened to them and then empowering them to take the next step. Unless we do this, people will continue in a downward spiral. The key to this approach is to have leaders who are embedded in communities themselves. With leadership, people can be encouraged and supported personally – not just given 'benefits' as such. People need people and this is the way we work in Oasis.

We therefore embarked on a fundraising campaign to raise leadership costs and were successful during the year in raising around £69,800 of our target of £77,000 for the year. This helped some countries significantly, but as expected, it has become increasingly hard to raise funds for this cause and it continues to be an uphill struggle.

2. **Accountability:** Again, as explained in last year's report, our current structure has served us well, but we wanted to improve how we operate in terms of mutual accountability within the Oasis family. In particular, we have felt that we need more consistent key policies (although locally contextualised) to ensure we meet our ethos, as well as protect our Brand against poor behaviour or performance. We started this work during this year as planned.

It is worth saying that with this increased focus on fundraising and accountability, we have come to the view during this year that we should review the way we work as a global organisation. Although successful to a point, this work has increased focus on the difficulties of funding our work from the centre, as well as the potential unhealthy dependability on it. In addition, it has brought into question the funding of the centre itself – i.e. the support organisation and structure we have put in place over many years. This is a high cost which we need to challenge, especially with funding increasingly difficult to maintain. Looking ahead to 2020, we will therefore be working with the Executive team to develop a new structure that will serve us into the future.

In the global context of the above, in the UK where its legal duties lie OIA has acted as the direct parent body of the following three subsidiaries, through whom it delivers its strategy:

1. Oasis International Foundation
2. Oasis Charitable Trust
3. STOP THE TRAFFIK

In addition, Oasis Charitable Trust is immediate parent to the following subsidiaries:

1. Oasis Community Learning
2. Oasis Community Partnerships
3. Oasis College of Higher Education
4. Oasis Community Housing

A brief activity report for each direct subsidiary of OIA is given below. A more detailed report of strategic aims and future plans for the OCT subsidiaries can be found in their individual Annual Report and Accounts where these are available:

1. OASIS INTERNATIONAL FOUNDATION

Income of £413,636, (2018: £530,132) was generated by the charity in the year. OIA is parent to the Oasis International Foundation (Oasis Foundation). The Oasis Foundation exists to engage with thought, opinion, belief and behaviour in the outside world in order to create and shape an external environment that will facilitate the Oasis mission of building flourishing communities.

OASIS INTERNATIONAL ASSOCIATION
DIRECTORS' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2019

In 2018/19 the Foundation aimed to meet its key objectives of growing a new network of potential supporters, high profile campaigns, re-launching the Open Church Charter, selling consultancy and increasing corporate partnerships.

During the year, the Foundation conducted the following campaigns: an *Oyster Card appeal* – raising money to buy Oyster Cards with sufficient credit to enable people sleeping rough in central London to shelter on public transport during the cold nights; and a *Summer Hunger appeal* – raising funds for school holiday activity providing food for families who were struggling to make ends meet without access to free school meals. Some further income was raised in response to the distribution of *Circle Magazine* – the Oasis supporter magazine – at both Christmas and Easter; though not as much as hoped. The Foundation also held the third annual 'Big River Give' to attract more Corporate and individual supporters. Although this was successful in terms of monies raised on the night, it did not attract the interest for ongoing support that was expected.

The successful weekly video series, Chalke Talk, continued through the year and popularity and traction increased. This series explored a number of themes including the role of the Church in society, and also prepared the ground for Steve Chalke's new book 'The Lost Message of Paul' which was released in June 2019. In addition, the Foundation oversaw a number of public relations opportunities, resulting in press coverage and interviews with BBC Radio, Premier Radio, Christian Today, The Independent and several local newspapers.

OIF Future plans

Despite this activity the Board felt that the financial targets for the Foundation had not been successfully achieved. Therefore, a decision was made to review the operation of the Foundation in the next year.

2. OASIS CHARITABLE TRUST (OCT)

Income of £473,779 (2018: £407,996) was generated by the charity. OIA is also parent to Oasis Charitable Trust. OCT exists to be the parent organisation of the UK national subsidiaries, overseeing the UK group strategy; to be a service deliverer to its subsidiaries, managing UK group governance; and to ensure the effective organisation of the UK group, overseeing the operation and ensuring that the vision is maintained, and the mission developed.

In the previous year the UK group developed a joint strategy that focused on building 'hub' – the Oasis core model of delivery in local neighbourhoods; integrating education, housing, health, and community services. In 2018/19 OCT led the onward development of this strategy, focusing on areas of growth and effectiveness in working together across the group.

Key achievements included developing the first new housing initiative in an existing hub – something that had been an aim in the previous year for integrating the work of Oasis Community Housing with the Oasis hub model, so that all three OCT subsidiaries were working in one location in a holistic way. During 2018/19 OCH began to develop housing support in the South Grimsby Hub during the year – complimenting the education and community work already carried out in the same community by OCL and OCP. Equally importantly, during the year OCT led the development of a new model of funding and recruitment for Hub Leaders – the key leadership role that pulls together Oasis education, community, and housing work in a local hub.

Other development during the year included a new community work impact report – created with a view to producing a group report in future years, analysing our joint community, education, and housing impact. OCT also remodelled its national communications and fundraising functions, as well as growing the innovation function within the group (led by Oasis Founder Steve Chalke) – seeking to grow work that adds depth, breadth, and sustainability to the profile of Oasis work in the UK. As a result of this innovation work, Oasis tendered for and was awarded the contract from the Ministry of Justice to develop the UK's first Secure School. This is a major new theme of work which is core to Oasis' vision for inclusion, healthy community, and human flourishing.

**OASIS INTERNATIONAL ASSOCIATION
DIRECTORS' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2019**

Finally, during the year OCT continued to embed mechanisms for ensuring good governance across the group, developing the cross-working of national subsidiary boards, and launching Hub Councils – our new local community ownership mechanism.

A great deal of activity through the year was focused through the strategy and operations of the four OCT subsidiaries – Oasis Community Learning (OCL), Oasis Community Partnerships (OCP), Oasis Community Housing (OCH), and Oasis College of High Education (OCHE). As already noted, activity and plans for the OCT subsidiaries are discussed in full in their individual Annual Report and Accounts. By way of summary:

2.1 Oasis Community Learning (OCL)

Income of £207,461,000 (2018: £174,783,000) was generated in the year. During the year OCL was responsible for thirty-one primaries, eighteen secondaries, and three all-through academies. Sixty-two percent of Oasis' primary pupils achieved the government's 'expected standard' in reading, writing, and maths – the same as the previous year, and almost in line with the national average. Despite challenging starting points for many of our primary pupils, progress at the conclusion of Key Stage 2 is above average. Attainment of disadvantaged pupils at Key Stage 2 is fifty-seven percent. There was no attainment gap at all between disadvantaged pupils and their classmates at seven of Oasis' primary academies.

Forty-nine percent of Oasis students taking GCSEs achieved a level four or above in English and mathematics (2018: fifty-one percent). Twenty-seven percentage achieved a level five or above, a small decrease of three percent from last year. The average GSCE score across eight subjects (the Attainment 8 measure) improved from 37.7 in 2016 to 40 in 2019. Progress 8 has continued to improve from -0.26 in 2016 to -0.18 in 2019.

2.2 Oasis Community Partnerships (OCP)

Income of £3,097,482 (2018: £2,233,141) was generated by the OCP group in the year. OCP supported community development work in 39 Hubs (local neighbourhoods) around the UK through 18 subsidiary companies. During the year OCP focused its resources to grow integrated work in 14 'focus' Hubs. In 2018/19 this involved 154 community projects (children, youth, family, advice, resilience, empowerment, emergency support/crisis, and health and wellbeing programmes) led by 109 employees and 567 volunteers. In these 14 focus Hubs, across the year OCP worked with a total of 23,304 people: 6,975 in youth and children's work; 5,287 in advice and support services, 5,202 in community empowerment and education; and 7,390 at events and celebrations.

During 2018/19 OCP mapped the progress of 136 individual young people accessing services, using the 'Outcome Star' tool – which looked at their progress across 6 key areas (making a difference, hopes and dreams, education, wellbeing, communication, and choices and behaviour). The results were very encouraging. 88% of young people had moved forward in one area; 68% in two areas; and 43% in three or more areas. When talking about the support they had received, one young person commented that "I can open up about my feelings and trust people ... it's helped me to concentrate on things that I need to instead of worrying about what people think."

The same Outcome Star tool was used to map the progress of forty parents/carers who had benefited from one-to-one family support – across areas of physical health, wellbeing, emotional needs, keeping children safe, social networks, education and learning, boundaries and behaviour, family routine, home and money, and progress to work. 89% of those in the focus study moved forward in three or more areas.

**OASIS INTERNATIONAL ASSOCIATION
DIRECTORS' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2019**

2.3 Oasis Community Housing (OCH)

Income of £3,212,289 (2018: £2,785,364) was generated by the charity in the year. During the year, the decision was taken to rename Oasis Aquila Housing to OCH, to better reflect this work as part of the joined-up group of OCT subsidiaries delivering the same vision for community and human flourishing.

In 2018/19 OCH consolidated and grew its activity around four themes: *Home* – providing supported housing for young people, young mums and their children, and others who find themselves homeless; *Basis* – support for those in crisis, with initiatives ranging from drop-in day centres to Housing First Provision, and a Help to Rent scheme; *Empower*, and *Aspire* – addressing some key causes of homelessness with programmes for those affected by Domestic Abuse, and by barriers to employment.

In its *Home* work in 2018/19 OCH provided an 18-bed accredited Foyer and dispersed properties for a further 29 young people in the community in Croydon; supported 20 young mums and their children through supported housing and tenancies in Gateshead during the year; and worked with a further 50 young women in 24-hour supported accommodation in Gateshead and Peckham.

During the year OCH grew the work of its Business Development Unit – securing resources through fundraising, securing contracts, and developing new sources of income. This resulted in a 170% increase from the previous year in donated unrestricted income.

2.4 Oasis College of Higher Education

Income of £108,945 (2018: £230,515) was generated in the year. In addition, the charity also recognised a gift from OCT of £524,792. During 2018/19 OCHE completed the third and final year of its 'teach out' process (as a collaborative partner with Staffordshire University), with 12 students graduating from the undergraduate programme in July 2019. 90% of students achieved a classification of 2:2 or higher. Thirty students completed certificates of credit from the College Continuous Professional Development programme at levels 3 and 7. As this was the final year of the 'teach out' process, OCHE did not recruit any new Undergraduate or Masters' students. The College's operations have therefore ceased at 31 August 2019.

OCT Future plans

Key objectives for OCT (and its subsidiaries) for 2019/20 include making significant progress in the objectives and goals set out in the Oasis UK Group Strategy (for which OCT is responsible); deepening the impact of the 14 focus Hubs that are key to the Oasis model in practice; improving group communications and fundraising performance in order to support future growth and sustainability; and further developing targeted innovation, specifically the successful development of the Secure School partnership.

3. STOP THE TRAFFIK

Finally in this section, OIA is also direct parent to STOP THE TRAFFIK. Income of £631,228 (2018: £576,950) was generated by the charity in the year. As with the OCT subsidiaries, a more detailed commentary on STT's activity and plans is presented in its own Annual Report and Accounts. The objectives of STT are to create a world where people are not bought and sold, by reducing the recruitment of vulnerable people into trafficking; preventing the proceeds of trafficking moving through financial systems; working with businesses to identify and reduce human trafficking risk; and developing the richest global intelligence picture of trafficking.

During 2018/19 STT's key achievements included increasing the most granular global human trafficking database, incorporating partner and open source data to aggregate over 60,000 records; sharing 87 actionable reports with local and international agencies (including law enforcement), re-developing the STOP APP to make it more accessible to users, and establishing regional centres for research in

**OASIS INTERNATIONAL ASSOCIATION
DIRECTORS' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2019**

Singapore, USA, and Manchester (UK). STT's training/awareness programmes reached 3,910 people in person, alongside the design of an eLearning programme for a FTSE100 company which was delivered to approximately 10,000 team members. Training was delivered to professionals from the public sector, procurement, operations, human resources, community groups, and businesses.

In addition, during the year STT delivered three targeted social media awareness campaigns in four countries, across two continents, and in seven languages. These campaigns reached 1.24 million people, helping to improve the safety and choices of those vulnerable to being trafficked. STT also delivered two successful fundraising campaigns focusing on women vulnerable to being sexually exploited and trafficked (#HerValue, December 2018), and the prevention of different types of exploitations (#Rewind, August 2019).

STT Future Plans

Key activities for next year include:

- Reducing the recruitment of vulnerable people who are required to maintain the organised global business of human trafficking
- Preventing human traffickers from accessing (proceeds of crime) money and moving it through financial systems
- Working with businesses to identify and reduce the human trafficking and modern slavery risk within their business and supply
- Developing and maintaining the richest global intelligence picture of trafficking, in order to provide the core delivery of STT activity
- Developing the STT group structure, to facilitate growth of STT capacity, to achieve scaling of operations and deliver critical level of impact to evidence disruption of global trafficking

FINANCIAL REVIEW

Total consolidated income for the year was £215.9m (2018: £182.0m) with grants of £188.0m (2018: £167.0m). This is the grant income received under the terms of OCL's funding agreement with the Department for Education. General gifts and donations were £3.6m (2018: £3.0m).

Other subsidiaries within the OUK family are dependent on less predictable sources of funding. Total income excluding OCL in 2019 is £8.4m (2018: £7.2m). Total group expenditure for the year was £218.9m (2018: £202.0m, of which £213.6m (2018 £197.5m) was spent on charitable activities. The vast majority of this was spent on OCL's provision of academies (2019: £205.6m, 2018: £190.3m).

OIA would like to acknowledge and thank all Oasis supporters for their significant and generous donations during the year. This income is used to support the infrastructure of the organisation, to deliver specific projects not funded by other sources, and to supplement areas where direct funding is insufficient to operate activities to Oasis' standards. Local Authority funding, in the main, relates to the delivery of youth and inclusion services in local communities. Again, this income is spent in delivering programme activities as agreed with the funding body.

GOING CONCERN

The group's activities are set out on page 18 of the Financial Statements. The going concern of each subsidiary within the group is reviewed independently. Subsidiaries' reserves are typically restricted to their own objects and the requirements of their funders. As a result, they are required by the directors to demonstrate viability independently from the rest of the group, with the current exception of Oasis College of Higher Education. Each subsidiary has reviewed its going concern in light of Covid-19 and their statutory accounts include declarations of where they stand. Oasis College of Higher Education's accounts have been prepared on a break-up basis; they are no longer considered to be a going concern as the Board has decided to cease trading and wind up the business in an orderly fashion. The financial statements of Oasis UK Trading, which holds the activities of the Waterloo Hub coffee shop, include an emphasis of matter paragraph in their audit report on the basis that a material uncertainty exists over the going concern status of the company. The future of the coffee shop is dependent on being able to open on or before September

OASIS INTERNATIONAL ASSOCIATION
DIRECTORS' REPORT (CONTINUED)
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2020 and, until this is known, there is a risk that the company is not able to continue in operation for the foreseeable future. Oasis UK Trading Ltd represents 0.08% of the group's turnover. Following the preparation of budgets and cash flow forecasts, which incorporate all known potential risks following the outbreak of Covid-19, the directors consider that no material uncertainty exists in relation to going concern in any other group entity.

At a group level, the Directors have considered the risks, including the impact of Covid-19, and these include the ability for the group to carry out its activities in an environment where social distancing rules are expected to be in force for some time. In respect of day-to-day operations, the forecasts and projections for each company within the group show that they will be able to operate within the levels of their operational cash flows. Reports and forecasts are reviewed monthly and presented to finance committees every quarter and, consequently, the directors are able to make an assessment of the resources of the group as a whole.

The largest entity of the group, Oasis Community Learning which is a multi-academy trust, receives the majority of its income from Government funding and this has been confirmed to continue until the end of the next academic year, August 2021. In the meantime, whilst academies are currently closed, reduced running expenses are being seen, leading to a positive impact on cash flow. For other entities in the group, the Directors have confirmed that the major sources of grant funding are committed and the delivery of the activities can be adjusted to ensure that guidelines around social distancing can still be applied. Furthermore, the Directors are confident that costs will only be incurred to the extent that income is secured. The Directors are confident that the group has adequate resources to continue operating for the foreseeable future, being the period of at least 12 months from the date of signing these accounts and, for this reason, the Directors continue to adopt the going concern basis in preparing these consolidated financial statements. Further details regarding the adoption of the going concern basis can be found in the statement of accounting policies.

RESERVES POLICY

Companies within the OIA group have reserves policies which are set within the guidance issued by the Charity Commission and they have adopted policies to set aside sufficient reserves within each entity. Free reserves should be held to guard against unexpected downturns in financial performance. Free reserves are defined as unrestricted funds less designated funds less tangible fixed assets plus the amounts of loans taken to procure the assets.

The funds of the group have decreased during the financial year to £317.1m (2018: £348.4m), of which £7.0m is unrestricted (2018: £6.9m) and £310.1m (2018: £341.5m) is restricted.

Included in the overall group reserves above are OCL's reserves which were £312.8m (2018: £344.5m) at the balance sheet date. This was made up of £390.7m (2018: £385.5m) in respect of reserves set aside for future depreciation of the company's assets offset by a deficit of £85.6m (2018: £47.7m) in respect of future potential pension liabilities. The impact of Covid-19 on pension liabilities has been considered and further detail is provided in note 32 on page 53.

OIA and subsidiaries other than OCL have a reserves policy of three months' operating costs. This is appropriate to ensure sufficient resources are available to honour payroll and contractual commitments. The estimated 3 months operating costs for the group are £54,715,000 (2018: £50,507,000) and across the group, reserves policies are being met. Please see below for further information on OCL's position.

In OCL, in the light of the varying financial pressures arising mainly from historic inequalities in statutory funding, the Directors pooled overall reserves from September 2016. This decision was made in order to ensure that every child within Oasis Community Learning received an equal entitlement to financial resource according to their need and to recognise the fact that, to all intents and purposes, the organisation is viewed as one coherent whole by our funders. This is reflected in such things as the need to support academies suffering from significant lagged funding problems, or other abnormal cost pressures, where identifiable needs in any particular academy must be sourced from overall company funds prior to any specific external government support.

**OASIS INTERNATIONAL ASSOCIATION
DIRECTORS' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2019**

A rigorous financial planning process is in place to ensure that over the next 18 months all of our academies are able to operate within their agreed funding allocation. The aim is that retained reserves funded through GAG and unrestricted sources stay at 5% of overall GAG revenues.

The Directors have considered the current reserves position and will aim to ensure restricted and unrestricted revenue reserves and sinking funds are maintained within the above policy. The reserves policy is being met at group level.

INVESTMENT POLICY

The Treasury policy of the group is founded upon risk minimisation and as such funds are only placed with a limited number of institutions with high credit ratings and for periods of time of up to twelve months. Cash reserves during the year ended 31 August 2019 were invested in term deposits bearing between 0.66% and 0.84% interest.

INTERNAL CONTROL AND RISK MANAGEMENT

The Group has systems and procedures in place to assess and manage risk. The Directors review the assessment of risk on a regular basis, adding additional risks as the Group develops and ensures it has in place appropriate controls to mitigate the potential impact of the risks identified.

The Directors consider the key risks faced by the group to be:

- **Uncertainty over future income streams.**
 - The risks and impact of Covid-19 has been assessed by the Directors at a group level and also within each subsidiary and each project. Robust forecasts taking into account the potential impact of Covid-19 show that this risk is manageable. Social distancing measures have been put in place and many staff are working from home. Covid-19 does not put the sustainability or financial performance at risk. The largest member of the group, OCL, are following Government guidelines for schools and will consider the safety of staff and students as they look at phased reopening's. OCL have stock piled personal protection equipment (PPE).
 - Where subsidiaries are dependent on public sector finance, they are reliant on these for continuing operations. The pressure on the public purse will affect these operations and so the directors have in place a longer-term planning process to ensure longer term viability.
 - Donated income streams are affected by the lack of money in the traditional Oasis donor base. The directors have a new fundraising strategy and believe that this will mitigate this risk. This has been seen already post year end as many subsidiaries are in receipt of additional donations.
- **Securing student numbers in OCL:** activities are in place to maintain and increase student numbers, together with contingency plans should expected increases not materialise.

Further risks are generic to each operating subsidiary and are disclosed in their own statutory accounts. The main risks facing OCL are:

- ***Sustainability:*** The financial climate is very challenging, and the company is addressing this through detailed monitoring of academy budgets and early planning for future periods so that costs are kept within reduced future income streams.
- ***Safeguarding:*** As an institution serving over 28,000 children and young people our first priority is to ensure they are properly safeguarded. All Safeguarding activity is co-ordinated through a National Safeguarding team consisting of expert practitioners from the National Office team and key Safeguarding personnel from academies. This group ensures policy is up to date, ensures best practice is being deployed in academies and tests compliance through detailed regular academy audits.

OASIS INTERNATIONAL ASSOCIATION
DIRECTORS' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2019

- *Ethos*: The Directors believe that maintaining our distinctive Ethos is vital in addressing the needs of the whole person and the influence of education on the wider academy community. Through effective training and communication our aim is to ensure this distinctive person-centred Ethos is kept in the forefront of all we do.

The overall risk register is comprehensive and deals with a wider range of matters than those above. Where appropriate there is adequate insurance cover to mitigate any residual risks.

FUNDRAISING

The sources of income which we focus on in our fundraising are:

- Trusts & Foundations
- Major Donors
- Companies
- Churches & Community Groups

Any communications to the public made in the course of carrying out fundraising activity shall be truthful and reflect our ethos and values; our appeals will state whether funds raised are for general funds or a specific purpose; and all money raised via fundraising activities will be for the stated purpose of the appeal and will comply with the organisation's stated mission and purpose.

Where fundraising is carried out on our behalf, it is done so by volunteers or church and community groups. In order to support this process and maintain our standards, we employ staff to work closely with these volunteers and supporters, and they are given relevant guidance where necessary. Furthermore, we have a Fundraising Statement which summarises our standards and approach to fundraising, and which is available for volunteers and other supporters.

All personal information collected by OIA is confidential; is not for sale or to be given away or disclosed to any third party without consent; and complies fully with GDPR standards. Nobody directly or indirectly employed by or volunteering for OIA accept commissions, bonuses or payments for fundraising activities on behalf of the organisation, and no general solicitations are undertaken by telephone or door-to-door.

We have had no fundraising complaints in the last financial year, however if someone wants to make a complaint about our fundraising, we will tell them about our complaints procedure and provide it to them in writing upon request.

EQUAL OPPORTUNITIES POLICY

As a public body, the company is committed to fulfilling its equalities duties and the Directors recognise that equal opportunities should be an integral part of good practice within the workplace. Oasis International Association aims to establish equal opportunities in all areas of its activities including the creation of a working environment in which the contribution and needs of all people are fully valued.

The group holds weekly all staff meetings designed to inform them of future plans, train them in the company's ethos and provide an opportunity for their feedback. Staff are encouraged to contribute to the wider planning processes of the organisation during the Group's normal operation cycle.

**OASIS INTERNATIONAL ASSOCIATION
DIRECTORS' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2019**

DISABLED PERSONS

OIA takes due regard in applications of employment from disabled persons to:

- give full and fair consideration of applications for employment made by disabled persons with due regard to their particular aptitudes and abilities;
- continuing the employment of and arranging training for employees who have become disabled persons while employed; and
- providing training, career development and promotion of disabled persons.

REMUNERATION OF KEY MANAGEMENT PERSONNEL

The key management personnel of the Group comprise the trustees, executive group and senior management team. None of the Directors of the company receive any remuneration for their services. The pay for all senior staff follows the pay scales of the organisation which are evaluated according to the responsibilities of the post, with set grades and increments of pay. The pay of the Chief Executives is benchmarked with charities of comparable scale and reach and approved by the Boards on an ad hoc basis.

Within Oasis Community Learning the pay of key management personnel is determined by a sub-group of the Board. The levels of pay are determined based on an externally moderated job evaluation. The pay of academy Principals and Vice Principals is based on the size of their academy and is consistent throughout OCL. These salaries are based on a seven-point range for Principals and a five-point range for other Leadership roles. A Pay Committee consisting of the CEO, Chief Operating Officer, Finance Director and Director of People authorises any increments in this range. There are no bonus arrangements for senior leaders.

VOLUNTEERS

Volunteers are an important part of the work of OIA and OCP's subsidiaries and we would like to thank the many volunteers who have assisted during the year. Extensive use of volunteers is made but no value has been attributed due to difficulties with measuring the value. All volunteers have been DBS checked.

EMPLOYEE INVOLVEMENT

OIA has a culture of continuous improvement through investing in people at all levels. The group is committed to pursuing equality and diversity in all its employment activities including recruitment and training. Employees are provided on a regular basis with information concerning them through the local intranet and regular staff meetings. Employees are consulted regularly about the work around the Oasis family.

**OASIS INTERNATIONAL ASSOCIATION
DIRECTORS' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2019**

STATEMENT OF DIRECTORS' RESPONSIBILITIES

The Directors (who are also trustees of Oasis International Association for the purposes of charity law) are responsible for preparing the Directors' Report and the financial statements in accordance with applicable law and United Kingdom Generally Accepted Accounting Practice (United Kingdom Accounting Standards).

Company law requires the Directors to prepare financial statements for each financial year. Under company law the Directors must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the charitable company and the group, and of the incoming resources and application of resources, including the income and expenditure, of the charitable company and the group 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 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, 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 and the provisions of the charity's constitution. They are also responsible for safeguarding the assets of the charity and the group and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

AUDITOR

With regard to the preparation of this Annual Report and the financial statements, so far as each Director is aware, there is no relevant audit information of which the Company's auditor is unaware and all steps have been taken by the Directors to make themselves aware of any relevant audit information and to establish that the Company's auditor is aware of that information.

On 1 February 2019 Moore Stephens LLP merged its business with BDO LLP. As a result, Moore Stephens LLP has resigned as auditors and the directors have appointed BDO LLP as auditor in their place. BDO LLP has indicated their willingness to continue in office.

This annual report of the Directors under the Charities Act 2011 and Companies Act 2006 was approved by the Board on 26 May 2020, including in their capacity as Company Directors the strategic report contained therein and is signed as authorised on its behalf by:



J Whiter
Chairman

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF OASIS INTERNATIONAL ASSOCIATION

Opinion

We have audited the financial statements of Oasis International Association for the year ended 31 August 2019 which comprise Consolidated Statement of Financial Activities (incorporating a Consolidated Income and Expenditure Account), Consolidated Balance Sheet, Company Balance Sheet and Consolidated and Company Statement of Cash Flows and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102, the Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the group's and the charitable company's affairs as at 31 August 2019 and of the group's incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

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

Conclusions relating to going concern

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

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

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF OASIS INTERNATIONAL ASSOCIATION

Other information

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

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

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

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

Matters on which we are required to report by exception

In light of the knowledge and understanding of the group and the charitable company and their environment obtained in the course of the audit, we have not identified material misstatements in the strategic report or the directors' report included within the trustees' report.

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

- the parent company has not kept adequate accounting records; or
- the parent company 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.

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF OASIS INTERNATIONAL ASSOCIATION

Responsibilities of trustees

As explained more fully in the Statement of Directors' Responsibilities set out on page 13, 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, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

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

Auditor's responsibilities for the audit of the financial statements

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

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

Use of our report

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

BDO LLP

Fiona Condron, Senior Statutory Auditor

For and on behalf of BDO LLP, Statutory Auditor

BDO LLP is eligible to act as an auditor in terms of section 1212 of the Companies Act 2006

55 Baker Street
London
W1U 7EU

Date 29 May 2020

BDO LLP is a limited liability partnership registered in England and Wales (with registered number OC305127).

OASIS INTERNATIONAL ASSOCIATION
CONSOLIDATED STATEMENT OF FINANCIAL ACTIVITIES
(Incorporating a Consolidated Income & Expenditure Account)
FOR THE YEAR ENDED 31 AUGUST 2019

	Notes	Discontinued operations £000	General £000	Designated £000	Restricted funds £000	Total 2019 £000	Discontinued operations (as restated) £000	Continuing operations (as restated) 2018 £000	Total (as restated) 2018 £000
INCOME FROM:									
Donations and grants	2	525	2,590	8	22,414	25,537	-	10,172	10,172
Trading and other	3	-	5,407	-	2,512	7,919	-	7,451	7,451
Investments – interest income		-	180	-	-	180	-	115	115
Charitable activities	4	109	2,767	343	179,021	182,240	230	164,048	164,278
TOTAL		634	10,944	351	203,947	215,876	230	181,786	182,016
EXPENDITURE ON:									
Raising funds	5	-	5,058	-	11	5,069	-	4,286	4,286
Fundraising trading costs	6	-	195	-	16	211	-	193	193
Charitable activities	7	133	4,416	514	208,515	213,578	218	197,330	197,548
TOTAL		133	9,669	514	208,542	218,858	218	201,809	202,027
Net income/ (expenditure) before gains and losses		501	1,275	(163)	(4,595)	(2,982)	12	(20,023)	(20,011)
Net gains on revaluation of fixed assets		-	-	145	-	145	-	-	-
Net income/(expenditure)		501	1,275	(18)	(4,595)	(2,837)	12	(20,023)	(20,011)
Transfers between funds		-	(1,846)	258	1,588	-	-	-	-
Actuarial (loss)/gain on defined benefit pension schemes		-	-	-	(28,440)	(28,440)	-	14,006	14,006
Net movement in funds		501	(571)	240	(31,447)	(31,277)	12	(6,017)	(6,005)
At 1 September 2018		(501)	5,643	1,715	341,513	348,370	(513)	354,888	354,375
At 31 August 2019		-	5,072	1,955	310,066	317,093	(501)	348,871	348,370

Income and expenditure derives from both continuing and discontinued operations.

The notes on pages 22 to 53 form an integral part of these financial statements.

OASIS INTERNATIONAL ASSOCIATION
COMPANY NUMBER: 04255992
CONSOLIDATED BALANCE SHEET
AS AT 31 AUGUST 2019

	Notes	2019 £000	2018 £000
FIXED ASSETS			
Tangible assets	13	389,376	385,760
CURRENT ASSETS			
Stock		55	160
Debtors	14	12,927	10,648
Cash at bank and in hand		28,394	22,704
		<u>41,376</u>	<u>33,512</u>
CREDITORS: amounts falling due within one year	15	<u>(23,605)</u>	<u>(18,761)</u>
NET CURRENT ASSETS		<u>17,771</u>	<u>14,751</u>
TOTAL ASSETS LESS CURRENT LIABILITIES		407,147	400,511
CREDITORS: amounts falling due after more than one year	16	<u>(4,490)</u>	<u>(4,489)</u>
NET ASSETS EXCLUDING PENSION LIABILITY		402,657	396,022
Pension scheme liability	16	<u>(85,564)</u>	<u>(47,652)</u>
NET ASSETS INCLUDING PENSION LIABILITY		317,093	348,370
FUNDS			
Unrestricted funds	18		
General		5,072	5,142
Designated		1,955	1,715
		<u>7,027</u>	<u>6,857</u>
Restricted funds	19	<u>310,066</u>	<u>341,513</u>
		<u>317,093</u>	<u>348,370</u>

The financial statements were approved by the Board on 26 May 2020



J Whiter
Chairman

The notes on pages 22 to 53 form an integral part of these financial statements.

OASIS INTERNATIONAL ASSOCIATION
COMPANY NUMBER: 04255992
COMPANY BALANCE SHEET
AS AT 31 AUGUST 2019

	Notes	2019 £000	2018 £000
CURRENT ASSETS			
Debtors		16	15
Cash at bank and in hand		<u>26</u>	<u>25</u>
		42	40
CREDITORS: amounts falling due within one year		<u>(12)</u>	<u>(4)</u>
NET CURRENT ASSETS		<u>30</u>	<u>36</u>
TOTAL ASSETS LESS CURRENT LIABILITIES		30	36
CREDITORS: amounts falling due after more than one year	16	<u>-</u>	<u>-</u>
NET ASSETS		<u>30</u>	<u>36</u>
FUNDS			
Unrestricted funds			
General		4	25
Restricted funds		<u>26</u>	<u>11</u>
		<u>30</u>	<u>36</u>

The result of the company for the year was a deficit of £7,784 (2018: deficit of £13,651).

The financial statements were approved by the Board on 26 May 2020



J Whiter
Chairman

The notes on pages 22 to 53 form an integral part of these financial statements.

OASIS INTERNATIONAL ASSOCIATION
CONSOLIDATED AND COMPANY STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 31 AUGUST 2019

	Notes	Company 2019 £000	Group 2019 £000	Company 2018 £000	Group 2018 £000
Cash flow statement					
Net cash provided by/(used in) operating activities	21	1	7,172	(6)	(2,812)
Net cash used in investing activities	21	-	(1,460)	-	(29)
Net cash used in financing activities	21	-	(22)	-	(148)
Net increase/(decrease) in cash in the year		1	5,690	(6)	(2,989)
Reconciliation of net cash flow movements to net funds					
Net increase/(decrease) in cash in the year		1	5,690	(6)	(2,989)
At 1 September 2018		25	22,683	31	25,672
At 31 August 2019		26	28,373	25	22,683
Consisting of:					
Cash at bank and in hand		26	28,394	25	22,704
Bank loan		-	(21)	-	(21)
		26	28,373	25	22,683

The notes on pages 22 to 53 form an integral part of these financial statements.

OASIS INTERNATIONAL ASSOCIATION
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2019

1. ACCOUNTING POLICIES

Charity Information

Oasis International Association is a company limited by guarantee incorporated in the United Kingdom, whose registered number is 04255992. It is also a registered charity, number 1098100. The registered office of OIA is 1, Kennington Road, London SE1 7QP. These financial statements are presented in pounds sterling (GBP) and are rounded to the nearest thousand pounds. The company is a public benefit entity as defined by Financial Reporting Standard 102 (FRS 102). The principal activities of the company and group are described in the Directors Report.

Accounting convention

The accounts (financial statements) have been prepared in accordance with the Charities SORP (FRS 102) applicable to charities preparing their accounts in accordance with FRS 102 the Financial Reporting Standard applicable in the UK and Republic of Ireland, the Companies Act 2006 and the Charities Act 2011 and UK Generally Accepted Practice as it applies from 1 January 2015.

Basis of consolidation

The financial statements consolidate on a line by line basis the financial statements of Oasis International Association and its wholly owned subsidiary undertakings for the financial year ended 31 August 2019. No separate Statement of Financial Activities has been presented for Oasis International Association as permitted by Section 408 of the Companies Act 2006. On the basis of control which is exercised through membership, it is appropriate to consolidate all companies within the OIA structure. To this end OIA oversees all activities of all members of the group through defined and agreed internal processes of regular reporting to and monitoring by the OIA Board. This arrangement is laid out in our intragroup agreement which is signed and approved by all members of the group. Whilst it is understood that the ESFA have a reserved power, OIA is however the sponsoring body as requested by the ESFA when OCL was set up.

Going concern

The Directors have considered the risks to the group, including the impact of Covid-19, and these include the ability for activities to be carried out in an environment where social distancing rules are expected to be in force for some time. The largest entity of the group, Oasis Community Learning (OCL), receives majority of its income from Government funding which has been confirmed to August 2021. Reduced running costs are currently being seen whilst academies are currently closed, leading to a positive impact on cash flow. Grant funding for Oasis Community Housing has been confirmed and services are able to be delivered taking into account social distancing measures. For other entities in the group, the Directors have confirmed that the major sources of grant funding are committed and the delivery of the activities can be adjusted to ensure that guidelines around social distancing can still be applied. Covid-19 has not had an adverse affect on income streams, quite the opposite, as we have been able to directly serve communities most in need of support.

The Directors consider that a material uncertainty exists over the going concern of Oasis UK Trading if the company is not able to trade again in the near future. However, as a subsidiary of Oasis Community Partnerships (OCP), and due to its importance in the community activities of the hub in Waterloo, both OCP and the Waterloo Hub are committed to support the future of Oasis UK Trading, known as the Waterloo Café. Furthermore, for the group, the Directors are confident that costs will only be incurred to the extent that funding is secured.

Forecasts and projections for each company within the group show that they will be able to operate within the levels of their operational cash flows, with reports and forecasts reviewed monthly and presented to finance committees every quarter. The directors are therefore able to make an assessment of the resources of the group as a whole, and these resources have been stress tested to gauge the potential impact on the group if the pandemic were to impact the activities on a longer term basis.

**OASIS INTERNATIONAL ASSOCIATION
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2019**

1. ACCOUNTING POLICIES (continued)

Going concern (continued)

Following this analysis, the Directors are confident that the group has adequate resources to continue operating for the foreseeable future, being a period of at least 12 months from the date of signing these financial statements and, for this reason, the Directors continue to adopt the going concern basis in preparing the accounts. Further details on going concern can be found in the Directors' Report on page 9.

Fund accounting

General funds are unrestricted funds which are available for use at the discretion of the directors in the furtherance of the charitable objectives of the Group and which have not been designated for other purposes. Restricted funds are funds which are to be used in accordance with specific restrictions imposed by the donors and grant awarding bodies. The balance of each restricted fund is set out in note 20. It is the Group's policy to use restricted funds before unrestricted funds where they are available. Designated funds are funds which are set aside by the Directors for a set purpose.

Income

Income includes the total receivable by the Group from all its charitable activities.

Donations are included when received. Legacies are included in the year when entitlement is established and the value can be measured reliably.

Grants included within charitable activity income 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 receipts its recognition is deferred and included in creditors as deferred income. Where the entitlement occurs before income is received, the income is accrued.

General Annual Grant in particular is recognised in full in the year for which it is receivable and any unspent amount is reflected in the restricted fund. Any abatement in respect of the period is deducted from income and recognised as a liability.

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.

Grants receivable, including those from Government and other public authorities, are apportioned over the period to which they relate.

Donated Services and Gifts in Kind received by Oasis Community Learning (OCL): The value of donated services and gifts in kind provided to the Group is recognised in the statement of financial activities as income and expenditure at their estimated value to the Group in the period in which they are receivable and where the benefit is both quantifiable and measurable. This is with the exception of where the gift in kind was a fixed asset in which case the amount is included in the appropriate fixed asset category and depreciated over the useful life in accordance with the Company's policies.

Other income, including the hire of facilities and the sale of goods and services, is recognised in the period it is receivable and to the extent that goods have been provided or on completion of the service and is included within other trading income.

Interest receivable is included within the statement of financial activities on a receivable basis and is included within income from investments.

OASIS INTERNATIONAL ASSOCIATION
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2019

1. ACCOUNTING POLICIES (continued)

Income (continued)

Subsidiaries other than OCL, as described above, received donated services for a number of activities undertaken. No financial value is attributed to these services as the related activities would not be undertaken if they were not donated pro bono.

No income has been included in the Statement of Financial Activities net of expenditure.

Expenditure

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

Governance costs include the costs attributable to the Company's compliance with constitutional and statutory requirements, including audit costs and are all allocated against restricted revenue activities. Expenditure on raising funds includes all expenditure incurred by the academy trust to raise funds for its charitable purposes and includes costs of all fundraising activities events and non-charitable trading. Charitable activities are costs incurred on the academy trust's educational operations, including support costs and costs relating to the governance of the academy trust apportioned to charitable activities. All resources expended are inclusive of irrecoverable VAT.

Support costs are those costs incurred directly in support of the charitable activities and comprise the balance of all services supplied centrally not directly allocated to the operational departments.

Governance costs are included with expenditure in charitable activities and represent those costs incurred in connection with administration of the company, management of the Group's assets and compliance with constitutional and statutory requirements.

Tangible fixed assets and depreciation

Tangible fixed assets are stated at cost, where they have been purchased by the Group, or at fair market value at the time of their coming into the possession of the Group, where they have been donated or acquired other than by purchase.

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 the expected useful economic life. The related grants are credited to a restricted fixed asset fund (in the statement of financial activities and carried forward in the balance sheet). The depreciation on such assets is charged in the statement of financial activities over the expected useful economic life of the related asset on a basis consistent with the depreciation policy.

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

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

OASIS INTERNATIONAL ASSOCIATION
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2019

1. ACCOUNTING POLICIES (continued)

Depreciation has been provided at the following rates in order to write off the assets over their estimated useful lives on a straight line basis.

Leasehold Land and Buildings	16 to 50 years
Plant & machinery	10%
Furniture, equipment and vehicles	10% and 25%
Computer equipment & software	33%

Debtors

Trade and other debtors are recognised at the settlement amount. Prepayments are valued at the amount prepaid.

Creditors

Creditors and provisions are recognised where the charity has a present obligation as a result of a past event that will result in the transfer of funds, and the amount can be reliably measured. Trade and other creditors are recognised at transaction price and subsequently revalued and amortised where necessary.

Deferred income

When income is received in advance of entitlement of receipts, for example fees in respect of certain training projects or grants received, its recognition is deferred and included in creditors as deferred income.

Cash at bank and in hand

Cash at bank and cash in hand includes cash and short term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

Transfer of property on conversion

The Assets and Liabilities transferred from Local Authorities to OCL trust have been valued at their fair value, being a reasonable estimate of the current market value that the Directors would expect to pay in an open market for an equivalent item.

Their fair value is determined in accordance with the accounting policies set out for OCL.

The amounts have been recognised under the appropriate balance sheet categories, with a corresponding amount recognised in the Statement of Financial Activities (cash reserves brought in as unrestricted funds and the donated tangible fixed assets as restricted fixed asset funds).

Taxation

Oasis International Association is considered to pass the tests set out in Paragraph 1 Schedule 6 of the Finance Act 2011 and therefore it meets the definition of a charitable company for UK corporation tax purposes. Accordingly, the Company is potentially exempt from taxation in respect of income or capital gains received within categories covered by Chapter 3 Part 11 of the Corporation Tax Act 2011 or Section 256 of the Taxation of Chargeable Gains Act 1992, to the extent that such income or gains are applied exclusively to charitable purposes.

Pension Benefits

Oasis Charitable Trust operates a defined contribution pension scheme for employees. The annual contributions payable are charged to the Statement of Financial Activities. Employees of Oasis Community Learning are members of one of two pension schemes, both of which are defined benefit schemes: the Teachers' Pension Scheme and the Local Government Pension Scheme.

OASIS INTERNATIONAL ASSOCIATION
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2019

1. ACCOUNTING POLICIES (continued)

Teachers' Pension Scheme

Full-time and part-time teaching employees employed under a contract of service are eligible to contribute to the Teachers' Pension Scheme (TPS). The TPS, a statutory contributory final salary scheme, is administered by Capita.

The TPS is an unfunded scheme and contributions are calculated so as to spread the cost of pensions over employees' working lives with the academy trust in such a way that the pension cost is a substantially level percentage of current and future pensionable payroll. The contributions are determined by the Government Actuary on the basis of quinquennial valuations using a prospective benefit method. As stated in Note 30, 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 contributions recognised as they are paid in each year.

Local Government Pension Scheme

Non-teaching members of staff are offered membership of the Local Government Pension Scheme (LGPS). The LGPS is a defined benefit pension scheme and is able to identify the Company's share of assets and liabilities and the requirements of FRS 102, Section 28 have been followed.

The LGPS is a funded scheme and the assets are held separately from those in the academy in separate trustee administered funds. Pension scheme assets are measured at fair value and liabilities are measured on an actuarial basis using the projected unit method and discounted at a rate equivalent to the current rate of return on a high quality corporate bond of equivalent term and currency to the liabilities. The actuarial valuations are obtained at least triennially and are updated at each balance sheet date. The amounts charged to operating surplus are the current service costs and gains and losses on 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 until vesting occurs. The expected return on assets and the interest cost are shown as a net finance amount of other finance costs or credits adjacent to interest. Actuarial gains and losses are recognised immediately in other gains and losses.

The Company's share of the LGPS assets is measured at fair value at each balance sheet date. Liabilities are measured on an actuarial basis using the projected unit method. The net of these two figures is recognised as an asset or liability on the balance sheet. Any movement in the asset or liability between balance sheet dates is reflected in the Statement of Financial Activities.

Leased assets

Rentals applicable to operating leases where substantially all of the benefits and risks of ownership remain with the lessor are charged to the statement of financial activities on a straight line basis over the lease term.

Stock

Stock is stated at the lower of cost and net realisable value and relates to unissued uniforms and IT equipment held by OCL.

PFI

Oasis Community Learning has five academies that are subject to contracts under the Private Finance Initiative (PFI). Under these contracts the school premises are maintained and managed for a period of up to 25 years by the PFI contractor subject to contractual annual fees paid by the academy. Upon expiry of the PFI contract the residual benefit of the premises passes to the academy as a result of a 125-year lease granted to them.

OASIS INTERNATIONAL ASSOCIATION
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2019

1. ACCOUNTING POLICIES (continued)

This transaction is accounted for as a leasing transaction. As the Academy only enjoys the benefit of the premises subject to the restrictions under the PFI agreement, in the opinion of the Board, the Academy does not hold substantially all of the risks and rewards of ownership of the premises and the property is therefore accounted for as an operating lease. The premises are therefore not recognised as assets in the financial statements of OCL. The annual charges under the PFI agreement are subject to a fixed formula but will vary over time. Therefore the annual charges are expensed to the Statement of Financial Activities in the year they relate to as this treatment is considered to be more appropriate than recognition on a strict straight line basis.

Agency Arrangements

OCL acts as an agent in distributing 16-19 bursary funds from ESFA. Payments received from ESFA and subsequent disbursements to students are excluded from the Statement of Financial Activities as the Company does not have control over the charitable application of the funds. OCL can use up to 5% of the allocation towards its own administration costs and this is recognised in the Statement of Financial Activities.

Critical accounting judgements and key sources of estimation uncertainty

In the application of the charity's accounting policies, Trustees are required to make judgements, estimates, assumptions about the carrying values of assets and liabilities that are not readily apparent from other sources. The estimates and underlying assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an on-going basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised if the revision affects only that period or in the period of the revision and future periods if the revision affects the current and future periods.

The key sources of estimation uncertainty that have a significant effect on the amounts recognised in the financial statements are described in the accounting policies and are summarised below:

- Pension liabilities – The charity recognises its liability to its defined benefit pension scheme which involves a number of estimations as disclosed in note 29.
- Consolidation of OCL – this is a key judgement and is recognised in accordance with the basis of consolidation accounting policy. On the basis of control which is exercised through membership, it is appropriate to consolidate all companies within the OIA structure. To this end OIA oversees all activities of all members of the group through defined and agreed internal processes of regular reporting to and monitoring by the OIA Board. This arrangement is laid out in our intragroup agreement which is signed and approved by all members of the group. Whilst it is understood that the ESFA have a reserved power, OIA is however the sponsoring body as requested by the ESFA when OCL was set up.
- Valuation of land and buildings – The charity's land and buildings are stated at their estimated fair value based on professional valuations as disclosed in note 13.
- Donated Services and Gifts in Kind: The value of donated services and gifts in kind provided to the Company is recognised in the statement of financial activities as incoming resources and resources expended at their estimated value to the Company in the period in which they are receivable and where the benefit is both quantifiable and measurable. This is with the exception of where the gift in kind was a fixed asset in which case the amount is included in the appropriate fixed asset category and depreciated over the useful life in accordance with policy.

Financial instruments

Oasis International Association has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at amortised cost using the effective interest method. Financial assets held at amortised cost comprise cash and bank and in hand, together with trade and other debtors. Financial liabilities held at amortised cost comprise bank loans and overdrafts, trade and other creditors.

OASIS INTERNATIONAL ASSOCIATION
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2019

2. DONATIONS AND GRANTS

	Unrestricted funds £000	Designated funds £000	Restricted funds £000	Total 2019 £000	Total 2018 £000
Donations and gifts	2,548	8	1,022	3,578	2,955
Grants	307	-	8,739	9,046	6,597
Donations in kind	260	-	12,653	12,913	620
	3,115	8	22,414	25,537	10,172

Donations in kind represent the cost of new buildings provided by Local Authorities for existing academies to operate within. Of the £10,172k received in the prior year, £2,685k was unrestricted income and £167,841k was restricted income.

3. OTHER TRADING

	Unrestricted funds £000	Designated funds £000	Restricted funds £000	Total 2019 £000	Total 2018 £000
Rent and associated services income	5,404	-	2,512	7,916	7,446
Merchandise sales	3	-	-	3	5
	5,407	-	2,512	7,919	7,451

Of the £7,451k received in the prior year, £5,254k was unrestricted income and £2,197k was restricted income.

4. INCOME FROM CHARITABLE ACTIVITIES

	Unrestricted funds £000	Designated funds £000	Restricted funds £000	Total 2019 £000	Total 2018 £000
School Fees	148	343	-	491	517
Rental income	1,246	-	-	1,246	1,205
Service level agreements	629	-	-	629	702
Educational operations	-	-	178,928	178,928	160,354
Other goods and services	853	-	93	946	1,500
	2,876	343	179,021	182,240	164,278

Of the total income of £164,278k received in the prior year, £2,775k was unrestricted income, £291k was designated and £161,212k was restricted income.

OASIS INTERNATIONAL ASSOCIATION
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2019

5. EXPENDITURE ON RAISING FUNDS

	Unrestricted funds £000	Designated funds £000	Restricted funds £000	Total 2019 £000	Total 2018 £000
Income generation	3,793	-	8	3,802	3,214
Communication	1,263	-	3	1,267	1,072
	<u>5,058</u>	<u>-</u>	<u>11</u>	<u>5,069</u>	<u>4,286</u>

The £4,286k expenditure on raising funds in the prior year was all unrestricted expenditure.

Cost of raising funds analysis

	Staff costs £000	Other direct costs £000	Premises costs £000	Support costs £000	Total 2019 £000	Total 2018 £000
Income generation	521	2,897	208	176	3,802	3,214
Communication	174	966	69	59	1,267	1,072
	<u>695</u>	<u>3,862</u>	<u>277</u>	<u>235</u>	<u>5,069</u>	<u>4,286</u>

6. FUNDRAISING TRADING COSTS

	Unrestricted funds £000	Designated funds £000	Restricted funds £000	Total 2019 £000	Total 2018 £000
Trading subsidiaries costs	<u>195</u>	<u>-</u>	<u>16</u>	<u>211</u>	<u>193</u>

Of the £193k expenditure on fundraising trading costs in the prior year, £162k was unrestricted and £31k was restricted.

OASIS INTERNATIONAL ASSOCIATION
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2019

7. DIRECT CHARITABLE EXPENDITURE

	Unrestricted funds £000	Designated Funds £000	Restricted funds £000	Total 2019 £000	<i>Total 2018 £000</i>
Oasis International Association	212	-	338	550	641
Oasis International Foundation	330	-	27	357	446
Oasis Charitable Trust	373	-	127	500	662
Oasis Community Learning	-	-	205,710	205,710	190,561
Oasis IT Services	334	-	-	334	106
Stop the Traffik	138	90	287	515	402
Oasis College of Higher Education	120	-	-	120	181
Oasis Aquila Housing	2,050	76	732	2,858	2,623
Oasis Community Partnerships	992	348	1,294	2,634	1,926
	<u>4,549</u>	<u>514</u>	<u>208,515</u>	<u>213,578</u>	<u>197,548</u>

Of the £197,548k direct charitable expenditure in the prior year, £4,149k was unrestricted, £412k designated and £192,987 restricted.

Direct charitable expenditure analysis

	Staff costs £000	Other direct costs £000	Premises costs £000	Support costs £000	Total 2019 £000	<i>Total 2018 £000</i>
Oasis International Association	166	362	4	18	550	641
Oasis International Foundation	251	78	-	28	357	446
Oasis Charitable Trust	299	180	11	10	500	662
Oasis Community Learning	111,864	6,615	14,416	72,815	205,710	190,561
Oasis IT Services	-	334	-	-	334	106
Stop the Traffik	435	13	12	55	515	402
Oasis College of Higher Education	82	22	4	12	120	181
Oasis Aquila Housing	1,898	395	45	520	2,858	2,623
Oasis Community Partnerships	1,586	668	183	197	2,634	1,926
	<u>116,581</u>	<u>8,667</u>	<u>14,675</u>	<u>73,655</u>	<u>213,578</u>	<u>197,548</u>

OASIS INTERNATIONAL ASSOCIATION
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2019

8. SUPPORT COSTS ALLOCATION

	Staff	Other	Governance	Total	<i>Total</i>
	£000	£000	£000	2019	<i>2018</i>
				£000	<i>£000</i>
<i>Cost of raising funds</i>					
Fundraising & Marketing	235	-	-	235	113
Communications	-	-	-	-	37
	<u>235</u>	<u>-</u>	<u>-</u>	<u>235</u>	<u>150</u>
<i>Charitable activities</i>					
Oasis International Association	6	5	7	18	43
Oasis International Foundation	20	6	2	28	77
Oasis Charitable Trust	3	5	2	10	61
Oasis Community Learning	38,080	34,734	1	72,815	65,526
OCL IT Services	-	-	-	-	1
STOP THE TRAFFIK	30	24	1	55	43
Oasis College of Higher Education	-	-	12	12	17
Oasis Community Housing	355	137	28	520	466
Oasis Community Partnership	157	34	6	197	40
	<u>38,651</u>	<u>34,945</u>	<u>59</u>	<u>73,655</u>	<u>66,274</u>

9. GOVERNANCE

	Total	<i>Total</i>
	2019	<i>2018</i>
	£000	<i>£000</i>
Auditor's remuneration (Parent)	18	18
External Auditor's remuneration (Subsidiaries)		
Audit fees	83	88
Other fees	21	20
Legal fees	26	37
Trustees indemnity insurance	8	12
Other costs	65	40
	<u>221</u>	<u>215</u>

OASIS INTERNATIONAL ASSOCIATION
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2019

10. STAFF NUMBER AND EMOLUMENTS (GROUP)

	2019	<i>2018</i>
	£000	<i>£000</i>
Staff emoluments	118,191	<i>107,465</i>
Social security costs	10,875	<i>10,061</i>
Pension costs	25,528	<i>22,298</i>
Total staff costs	154,594	<i>139,824</i>

The pension costs above include £25,249,000 (2018: £22,052,000) for the Oasis Community Learning defined benefit schemes and £279,000 (2018: £246,000) for the defined contribution scheme which is operated by Oasis Charitable Trust and includes non-Oasis Community Learning staff. Pension costs were split between unrestricted and restricted funds depending on the specific fund the individual worked on.

Included in staff emoluments are staff restructuring costs:

Redundancy payments	139	<i>827</i>
Severance payments	232	<i>147</i>
Other restructuring costs	-	<i>-</i>
	371	<i>974</i>

Included in staff restructuring costs are non-statutory/non-contractual severance payments totalling £88,776 (2018: £74,124). Individually these were for £4,835, £845, £28,500, £100, £4,489, £12,900, £1,248, £2,621, £2,405, £3,769, £10,709, £16,355. At year end there were no redundancy or termination payments outstanding.

Apprenticeship levy is expensed during the year in which it is incurred and is included within social security costs above.

Staff numbers

	2019	<i>2018</i>
	No.	<i>No.</i>
Teachers	1,598	<i>1,539</i>
Academies non-teaching staff	2,449	<i>2,851</i>
Charitable activities	195	<i>172</i>
Fund generating activities	8	<i>10</i>
Central Management and support	161	<i>175</i>
	4,411	<i>4,747</i>

These numbers represent the average number of persons employed within the group during the year.

OASIS INTERNATIONAL ASSOCIATION
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2019

STAFF NUMBER AND EMOLUMENTS (GROUP) (continued)

Higher paid staff

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

	2019	2018
£60,001 - £70,000	49	44
£70,001 - £80,000	26	18
£80,001 - £90,000	22	16
£90,001 - £100,000	5	10
£100,001-£110,000	6	7
£110,001-£120,000	5	5
£120,001-£130,000	7	4
£130,001-£140,000	2	3
£140,001-£150,000	1	1
£200,001-£210,000	-	-
£210,001-£220,000	-	1
£220,001-£230,000	1	-

100 of the above employees earning more than £60,000 per annum participated in the Teachers' Pension Scheme. During the year 31 August 2019 pension contributions for these staff amounted to £1,289,000 (2018: £1,152,000).

23 of the above employees earning more than £60,000 per annum participated in the Local Government Pension Scheme. During the year ended 31 August 2019 pension contributions for these staff amounted to £318,000 (2018: £283,000).

The key management personnel of the group comprise the trustees, Chief Executives and the Senior Management Leadership Team. The total employee benefits of the key management personnel for the Group was £1,710,219 (2018: £1,750,043).

11. TRUSTEES' EMOLUMENTS AND REIMBURSED EXPENSES

Neither the Directors nor any persons connected with them have received remuneration for their services as trustees of the Group. 9 Directors were reimbursed for travel and subsistence of £6,635 during the year.

During the year the Group paid professional indemnity insurance on behalf of the Directors amounting to £8,000.

OASIS INTERNATIONAL ASSOCIATION
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2019

12. NET MOVEMENT IN FUNDS

	2019	<i>2018</i>
	£000	<i>£000</i>
Net movement in funds is arrived at after charging:		
Depreciation of owned fixed assets	17,108	<i>16,846</i>
Loss on disposal of fixed assets	(2,491)	<i>(8,047)</i>
Auditors' remuneration:		
- Audit fees for this year (parent)	18	<i>18</i>
- Audit fees for this year (subsidiaries)	104	<i>108</i>
- Professional fees for non-audit	21	<i>20</i>
- Fees payable to Responsible Officer and actuaries (OCL)	16	<i>20</i>
Operating Leases:		
- Plant and machinery	531	<i>632</i>
- Other Leases	43	<i>93</i>
Interest payable on bank loan	21	<i>20</i>

13. TANGIBLE FIXED ASSETS

Group	Freehold Property and Improvements £000	Leasehold Land and Buildings £000	Assets under Construction £000	Furniture. Equipment and Motor £000	Total £000
Cost					
At 1 September 2018	2,122	442,999	12	21,804	466,937
Additions	-	3,962	-	3,965	7,927
Gifted assets	-	12,653	-	-	12,653
Revaluations	88	6	-	-	94
Transfers	-	12	(12)	-	-
Disposals	-	-	-	(2,491)	(2,491)
At 31 August 2019	<u>2,210</u>	<u>459,632</u>	<u>-</u>	<u>23,278</u>	<u>485,120</u>
Depreciation					
At 1 September 2018	271	69,110	-	11,796	81,177
Charge for the year	5	14,006	-	3,097	17,108
Revaluations	(89)	39	-	-	(50)
On disposals/transfers	-	-	-	(2,491)	(2,491)
At 31 August 2019	<u>187</u>	<u>83,155</u>	<u>-</u>	<u>12,402</u>	<u>95,744</u>
Net book value					
At 1 September 2018	<u>1,852</u>	<u>373,888</u>	<u>12</u>	<u>10,008</u>	<u>385,760</u>
At 31 August 2019	<u>2,023</u>	<u>376,477</u>	<u>-</u>	<u>20,876</u>	<u>389,376</u>

OASIS INTERNATIONAL ASSOCIATION
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2019

14. DEBTORS

	Company	Group	<i>Company</i>	<i>Group</i>
	2019	2019	<i>2018</i>	<i>2018</i>
	£000	£000	<i>£000</i>	<i>£000</i>
Trade debtors	-	1,609	-	1,335
Sundry debtors	16	1,505	10	1,361
Due from subsidiary undertakings	-	-	5	-
Prepayments and accrued income	-	9,813	-	7,952
	16	12,927	15	10,648

15. CREDITORS: amounts falling due within one year

	Company	Group	<i>Company</i>	<i>Group</i>
	2019	2019	<i>2018</i>	<i>2018</i>
	£000	£000	<i>£000</i>	<i>£000</i>
Bank loan	-	21	-	21
Trade creditors	11	6,928	4	5,097
Other taxes and social security costs	-	2,567	-	2,362
Accruals and deferred income	1	10,064	-	7,281
Other creditors	-	4,025	-	4,000
	12	23,605	4	18,761

Deferred Income including above

At 1 September 2018	-	3,099	-	2,278
Resources deferred in the year	-	2,898	-	3,099
Amounts released in year	-	(3,087)	-	(2,278)
Deferred income at 31 August 2019	-	2,910	-	3,099

£2,775k of the deferred income above relates to OCL. OCL was holding funds received in advance for rates, academy growth, early years and two-year-old provision funding, trip and project income for established academies.

The remainder of the deferred income is income that has been set aside and moved to future years as projects have not yet started.

OASIS INTERNATIONAL ASSOCIATION
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2019

16. CREDITORS: amounts falling due after one year

	Company	Group	<i>Company</i>	<i>Group</i>
	2019	2019	<i>2018</i>	<i>2018</i>
	£000	£000	<i>£000</i>	<i>£000</i>
Bank loans	-	676	-	698
Other creditors	-	3,814	-	3,791
	<u>-</u>	<u>4,490</u>	<u>-</u>	<u>4,489</u>
Pension scheme liability (Note 30)	<u>-</u>	<u>85,564</u>	<u>-</u>	<u>47,652</u>

Amounts falling due in more than five years:

	Company	Group	<i>Company</i>	<i>Group</i>
	2019	2019	<i>2018</i>	<i>2018</i>
	£000	£000	<i>£000</i>	<i>£000</i>
Repayable by instalments:				
Bank loans more than 5 years by instalments	-	587	-	613
	<u>-</u>	<u>587</u>	<u>-</u>	<u>613</u>

The bank loans are secured by way of a legal charge over the property portfolio of OAH. The terms of repayment are 25 years and interest is payable at 2.25% above base rate on the principal amount.

17. COMPANY STATUS

The Company is a private company limited by guarantee and does not have a share capital. It is incorporated in England and Wales and is a public benefit entity. The address of the registered office is 1 Kennington Road, London, SE1 7QP.

OASIS INTERNATIONAL ASSOCIATION
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2019

18. UNRESTRICTED FUNDS (Group)

	2019	<i>2018</i>
	£000	<i>£000</i>
General Funds:		
At 1 September 2018	5,142	<i>3,797</i>
Net movement in general funds	(70)	<i>1,345</i>
At 31 August 2019	<u>5,072</u>	<i><u>5,142</u></i>
Designated Funds:		
At 1 September 2018	1,715	<i>1,892</i>
Net movement in designated funds	240	<i>(177)</i>
At 31 August 2019	<u>1,955</u>	<i><u>1,715</u></i>
General	5,072	<i>5,142</i>
Designated	<u>1,955</u>	<i><u>1,715</u></i>
	<u>7,027</u>	<i><u>6,857</u></i>

Designated funds are held within three subsidiaries; OCP, STT and OAH. The designated funds within OCP relate to the fund held in Mulberry Bush which is for the provision of the nursery within the hub. This fund is designated within OCP and represents the total funds of Mulberry Bush. OCP trustees have designated these funds as the operation within Mulberry Bush is very different to other community hubs. Within Mulberry Bush these funds are unrestricted. This will be spent over the next 5-10 years. The designated fund within STT is for the continued development of the Centre for Intelligence Led Prevention. The designated funds within OAH relate to the property fund, revaluation reserve, strategic development fund and property development fund.

Transfer between funds are:

	Unrestricted Funds		Restricted		
	General	Designated	Funds	Total	<i>Total</i>
	2019	2019	2019	2019	<i>2018</i>
	£000	£000	£000	£000	<i>£000</i>
Oasis Community Learning	(1,692)	-	1,692	-	-
Oasis Community Partnerships	104	-	(104)	-	-
Oasis Community Housing	(258)	258	-	-	-
	<u>(1,846)</u>	<u>258</u>	<u>1,588</u>	<u>-</u>	<i><u>-</u></i>

The OCL transfer of £973,000 is a general transfer from unrestricted funds to support various restricted asset funds.

The £104,000 transfers in OCP relate to various hubs and is for expenditure within restricted projects as budgeted.

The transfer in OAH to designated funds relates to the allocation of properties which were held for sale and loan repayments.

OASIS INTERNATIONAL ASSOCIATION
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2019

18. UNRESTRICTED FUNDS (Group) (continued)

The £109,000 transfer in STT to designated funds represents expenditure on creating the Centre for Intelligence Led Prevention. Trustees have set aside £110,000 to continue with developing this project. The £31,000 transfer from restricted funds represents expenditure including salaries which had previously been allocated to unrestricted funds.

The £165,000 transfer in OAH is the net of a £50,000 transfer to designated funds from unrestricted funds for a strategic development fund. In addition a £215,000 transfer was made from designated funds to unrestricted funds for expenditure on the property fund in year.

19. RESTRICTED FUNDS (Group)

	<i>1 Sept 2018</i>	Income	Expenditure	Gains and (Losses)	31 Aug 2019
	<i>£000</i>	£000	£000	£000	£000
OIA	11	395	(380)	-	26
OIF	-	27	(27)	-	-
OCL	386,854	200,503	(196,238)	1,692	392,811
OCL Pension Fund	(47,652)	-	(9,472)	(28,440)	(85,564)
Oasis Charitable Trust	8	119	(127)	-	-
Stop the Traffik Campaign	157	336	(296)	-	197
Oasis Community Housing	1,588	1,038	(647)	-	1,979
Oasis Community Partnerships	547	1,529	(1,355)	(104)	617
	<u>341,513</u>	<u>203,947</u>	<u>(208,542)</u>	<u>(26,852)</u>	<u>310,066</u>

OASIS INTERNATIONAL ASSOCIATION
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19. RESTRICTED FUNDS (Group) (continued)

The table below gives a detailed breakdown of OCL's restricted funds, which represent the majority of funds of the group.

	<i>Balance at</i>				Balance
	<i>1 September</i>	<i>Incoming</i>	<i>Resources</i>	<i>Gains,</i>	31 August
	<i>2018</i>	<i>resources</i>	<i>expended</i>	<i>losses and</i>	2019
	<i>£'000</i>	<i>£'000</i>	<i>£'000</i>	<i>transfers</i>	£'000
				<i>£'000</i>	
Restricted general funds					
General Annual Grant (GAG)	1,303	181,281	(177,858)	(2,644)	2,082
Other restricted income	65	282	(297)	-	50
Pension reserve	(47,652)	-	(9,472)	(28,440)	(85,564)
	<u>(46,284)</u>	<u>181,563</u>	<u>(187,627)</u>	<u>(31,084)</u>	<u>(83,432)</u>
Restricted fixed asset funds					
Building Sinking Fund from GAG	2,631	-	-	445	3,076
ICT Capital Grants	530	-	-	121	651
DfE/ESFA Capital Grants	4,380	5,430	(120)	(4,091)	5,599
Local Authority Capital Grants	-	857	(857)	-	-
DfE Capital Grants and donations in kind	377,637	12,653	(17,106)	7,861	381,045
Private Capital Sponsorship	308	-	-	-	308
	<u>385,486</u>	<u>18,940</u>	<u>(18,083)</u>	<u>4,336</u>	<u>390,679</u>
Total Restricted Funds	<u>339,202</u>	<u>200,503</u>	<u>(205,710)</u>	<u>(26,748)</u>	<u>307,247</u>

Under the funding agreement with the Secretary of State, the academy trust was not subject to limits on the amount of GAG that it could carry forward at 31 August 2019.

DfE/ESFA Capital Grants

DfE/ESFA Capital Income received during the year totalled £5,430,000, including £2,657,000 from the School Condition Allocation and a further £868,000 in respect Oasis Academy Silvertown a new academy project. At the year-end £5,599,000 of these funds remained unspent the majority of which was in respect of School Condition Allocation which is being spent over the next year in a series of major improvement programs spread throughout the country.

Local Authority Capital Grants

These grants relate mainly to new academy furniture, fixtures and equipment funded by Local Authorities.

DfE Capital Grants and donations in kind and Private Capital Sponsorship

These funds represent provision for future depreciation for assets, purchased. Each year they are increased by the value of fixed assets purchased or donated, and decreased by the value of that year's depreciation. The transfers in represent fixed assets purchased from ACMF, DFCG, ICT Capital Grants, and Sinking Fund from GAG or Designated Capital from GAG during the year.

OASIS INTERNATIONAL ASSOCIATION
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20. ANALYSIS OF NET ASSETS BETWEEN FUNDS - GROUP

2019

	Unrestricted funds 2019 £	Designated funds 2019 £	Restricted funds 2019 £	Total funds 2019 £
Tangible fixed assets	641	1,776	386,959	389,376
Current assets	5,781	189	35,406	41,376
Current liabilities	(674)	(10)	(22,921)	(23,605)
Long term liabilities	(676)	-	(89,378)	(90,054)
	<u>5,072</u>	<u>1,955</u>	<u>310,066</u>	<u>317,093</u>

2018

	Unrestricted funds 2018 £	Designated funds 2018 £	Restricted funds 2018 £	Total funds 2018 £
Tangible fixed assets	820	1,455	383,485	385,760
Current assets	5,693	333	27,486	33,512
Current liabilities	(673)	(73)	(18,015)	(18,761)
Long term liabilities	(698)	-	(51,443)	(52,141)
	<u>5,142</u>	<u>1,715</u>	<u>341,513</u>	<u>348,370</u>

OASIS INTERNATIONAL ASSOCIATION
NOTES TO THE FINANCIAL STATEMENTS
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21. GROSS CASH FLOWS

	Company 2019 £000	Group 2019 £000	Company 2018 £000	Group 2018 £000
Cash flows from operating activities				
Net income	(8)	(2,982)	(13)	(20,011)
Depreciation	-	17,108	-	16,846
Capital Grants from DfE	-	(6,287)	-	(5,379)
Donations in kind	-	(12,653)	-	-
Interest receivable	-	(180)	-	(115)
Net Pension cost	-	9,472	-	7,186
Decrease/(Increase) in stock	-	105	-	(1)
Decrease/(Increase) in debtors	1	(2,279)	25	(430)
Increase/(Decrease) in creditors	8	4,868	(18)	(908)
Net Cash provided by/(used in) Operating Activities	1	7,172	(6)	(2,812)
Cash flows from investing activities				
Interest received	-	180	-	115
Acquisition of tangible fixed assets	-	(7,927)	-	(5,523)
Capital grants from DfE	-	6,287	-	5,379
Net Cash used in Investing Activities	-	(1,460)	-	(29)
Cash flows from financing activities				
Other creditors	-	-	-	(128)
Loan repayments	-	(22)	-	(20)
	-	(22)	-	148

22. ANALYSIS OF CHANGES IN NET DEBT

	1 Sep 2018 £000	Cash flows £000	31 August 2019 £000
Cash at bank and in hand	22,704	5,690	28,394
Debt within 1 year	(21)	-	(21)
	22,683	5,690	28,373
Debt due after 1 year	(698)	22	(676)
Total	21,985	5,712	27,697

OASIS INTERNATIONAL ASSOCIATION
NOTES TO THE FINANCIAL STATEMENTS
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23. CAPITAL COMMITMENTS

OCL has contractual capital commitments at the 31 August 2019 of £nil (2018: £43,532). The reduction in commitments reflects the completion of projects funded under the Academies Capital Maintenance Fund.

24. FINANCIAL COMMITMENTS

The following financial commitments exist for OCL and OAH. No other group companies have entered into any financial commitments at the balance sheet date.

Operating Leases – Oasis Community Learning

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

	2019 £'000	2018 £'000
Expiring within one year	573	685
Expiring within two to five years	457	588
Expiring in over five years	<u>-</u>	<u>-</u>
	<u>1,030</u>	<u>1,273</u>

Private Finance Initiative

At 31 August 2019 the total of the Company's future commitments under private finance initiative arrangements was:

	2019 £'000	2018 £'000
Expiring within one year	4,002	2,444
Expiring within two to five years	16,008	9,775
Expiring in over five years	<u>39,682</u>	<u>29,002</u>
	<u>59,692</u>	<u>41,221</u>

Operating Leases – Oasis Aquila Housing Ltd

The future minimum lease payments under non-cancellable operating leases are as follows;

	2019 £000	2018 £000
Expiring within one year	30	30
Expiring within two to five years	<u>14</u>	<u>44</u>
	<u>44</u>	<u>74</u>

OASIS INTERNATIONAL ASSOCIATION
NOTES TO THE FINANCIAL STATEMENTS
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25. CONTINGENT LIABILITY

There are no contingent liabilities to report for the year ended 31 August 2019. In the prior year OCL had a contingent liability relating to a liability for retrospective pay adjustments in respect of discrepancies in term time only pay methodology. That contingent liability has now been recognised in the current year and is included within creditors on the Balance Sheet.

26. MEMBERS LIABILITY

Every member of the Company undertakes to contribute such amount as may be required (not exceeding £10) to the Company's assets if it should be wound up while he or she is a member or within one year after he or she ceases to be a member, for the payment of the Company's debts and liabilities before he or she ceases to be a member, and of costs, charges and expenses of winding up, and for the adjustment of the rights of contributories amongst themselves.

27. SUBSIDIARY SUMMARY

The following subsidiaries are wholly-owned UK charitable companies limited by guarantee and the principal place of business for all companies is 1 Kennington Road, London, SE1 7QP. OIA has the power to appoint and remove trustees from the Board of each of these subsidiaries. As sponsoring body of OCL, OIA oversees the governance and operations of OCL. Further detail is provided in the basis of consolidation accounting policy in note 1. The results disclosed for Oasis Community Partnerships are consolidated and include the results of all its' subsidiaries.

	Total Income	Total Expenditure	Net Surplus/ (Deficit)	Total Assets	Total Liabilities	Net Assets/ (Liabilities)
	£000	£000	£000	£000	£000	£000
Oasis Charitable Trust (company number: 02818823 charity number: 1026487)	474	(510)	(36)	311	(112)	199
Oasis International Foundation (company number: 10530208, charity number: 1141058)	414	(459)	(45)	-	-	-
Oasis College of Higher Education (company number: 7286376, charity number: 1141058)	634	(133)	501	-	-	-
Oasis Community Learning (company number: 5398529)	207,461	(239,181)	(31,720)	424,915	(112,090)	312,825
STOP THE TRAFFIK (company number: 6657145, charity number: 1127321)	631	(564)	67	464	78	386
Oasis Aquila Housing (company number: 05300083, charity number: 1107554)	3,357	(3,080)	277	3,589	(1,001)	2,588
Oasis Community Partnerships (company number: 08749179, charity number: 1163889) – consolidated results	3,097	(2,865)	232	1,426	(360)	1,066

**OASIS INTERNATIONAL ASSOCIATION
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27. SUBSIDIARY SUMMARY (continued)

Audit Exemptions

A number of OCP's subsidiaries are exempt from the requirements of the Companies Act 2006 relating to the audit of their individual accounts under section 479a of the Companies Act 2006 relating to subsidiary companies. No members have required the company to obtain an audit of its accounts for the year in question in accordance with section 476 of the Companies Act 2006. The companies below (which are all charities), have been independently examined:

Oasis Community Hub: Ashburton Park
Oasis Community Hub: Bath
Oasis Community Hub: Foundry & Boulton
Oasis Community Hub: Henderson Avenue
Oasis Community Hub: Mayfield
Oasis Community Hub: MediaCityUK
Oasis Community Hub: Wintringham

The company below was dormant for the year:
Oasis Community Hub: South Bristol

28. RELATED PARTY TRANSACTIONS

During the year OIA made the following transactions made a payment to OCT for support for Finance, HR, Governance and Office Costs of £17,940. £11,350 was outstanding at the year end and included in creditors.

During the year OCT, the intermediate parent, made the following transactions with its subsidiaries:

- Cross charged to Oasis Community Learning:
 - Shared Staff £86,000 (2018: £44,000) support staff and chaplaincy
 - Office space (rent and facilities) £5,000 (2018: £22,000).
- Cross-charged from Oasis Community Learning:
 - Shared Staff £147,000 (2018: £77,000) including a portion for senior management and chaplaincy.
 - Office space (rent and facilities) £13,000 (2018: £11,000).
 - IT infrastructure £25,000 (2018: £35,000).

At year end a balance of £72,715 (2018: £47,000) was owed by OCT to OCL.
- Cross charged to STOP THE TRAFFIK: Support for Finance, HR, Governance and Office Costs £37,425 (2018: £35,217).

At year end a balance of £1,221 (2018: £6,525) was owed by STT to OCT.
- Cross charged to Oasis College of Higher Education: Support for Finance, HR, and Governance £12,750 (2018: £18,000).

At year end there is a nil balance.
- Cross charged to Oasis Community Partnerships: Support for Fundraising and Comms £48,898 (2018: £43,959). Support for Finance and HR £120,691 (2018: £167,705).

At year end £81,749 (2018: £38,339) was owed by OCP to OCT.

Recharges listed above between Oasis Charitable Trust and Oasis Community Learning were made on a cost sharing basis.

**OASIS INTERNATIONAL ASSOCIATION
NOTES TO THE FINANCIAL STATEMENTS
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28. RELATED PARTY TRANSACTIONS (Continued)

Within OCL the following related party transactions were declared:

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

The Tutor Trust – a company in which Mr N Bent (a director) is the CEO.

The academy trust purchased mentoring services for vulnerable students from The Tutor Trust totalling £5,209 (2018: £17,616) during the period. These transactions are often specifically subsidised by third parties and The Tutor Trust itself is supported by third party donations, which enables it to offer its services on a not-for-profit basis. There were no amounts outstanding at 31 August 2019 (2018: £nil).

Jooka Limited – a company in which the brother-in-law of Mr John Barneby (Chief Operating Officer) is a Director.

OCL purchased video production services from Jooka Limited totalling £7,684 (2018: £17,612) during the period. There was a procurement process in which the Chief Operating Officer played no part. There were no amounts outstanding at 31 August 2019 (2018: £nil).

In entering into the above transactions OCL has complied with the requirements of the Academies Financial Handbook 2019.

There were no other related party transactions.

29. PENSION OBLIGATIONS

Oasis Charitable Trust operates a defined contribution pension scheme. Contributions are charged to the income and expenditure account as they become payable in accordance with the rules of the scheme.

In addition, OCL participates in defined benefit schemes, details of which are set out below.

OCL employees belong to 17 principal pension schemes:

- a. The Teachers' Pension Scheme England and Wales (TPS) for academic and related staff.
- b. 16 Local Government Pensions Schemes (LGPS) - East Riding of Yorkshire Council, London Borough of Enfield, Avon, Hampshire County Council, Greater Manchester, London Borough of Croydon, West Midlands, Wiltshire, London Borough of Havering, Kent Council County, London Borough of Lambeth, West Yorkshire, South Yorkshire, Newham, Worcestershire County Council and Wandsworth Council for non-teaching staff.

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

The total pension cost to Company during the year ended 31 August 2019 was £25,249,000 (2018: £22,052,000) of which £9,152,000 (2018: £8,413,000) relates to the TPS and £16,097,000 (2018: £13,639,000) relates to the LGPS.

OASIS INTERNATIONAL ASSOCIATION
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29. PENSION OBLIGATIONS (continued)

Contributions amounting to £1,599,000 were payable to the schemes at 31 August 2019 (2018: £1,291,000) and are included within creditors, of which £1,268,000 (2018: £1,213,000) relates to the TPS and £331,000 (2018: £78,000) relates to the LGPS. Amounts payable to the LGPS scheme in relation to lump sums at 31 August 2019 and included within creditors were £1,265,000 (2018: £858,000).

Teachers' Pension Scheme (TPS)

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

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

Valuation of the Teachers' Pension Scheme

The valuation of the TPS is carried out in line with regulations made under the Public Service Pension Act 2013. Valuations credit the teachers' pension account with a real rate of return assuming funds are invested in notional investments that produce that real rate of return.

The latest actuarial review of the TPS was carried out as at 31 March 2016. The valuation report was published by the Department for Education (the "Department") in April 2019. The valuation reported total scheme liabilities (pensions currently in payment and the estimated cost of future benefits) for service to the effective date of £218 billion, and notional assets (estimated future contributions together with the notional investments held at the valuation date) of £198 billion giving a notional past service deficit of £22 billion.

As a result of the valuation, new employer contribution rates were set at 23.68% of pensionable pay from September 2019 onwards (compared to 16.48% during 2018/9. The Department of Education has agreed to pay a teacher pension employer contribution grant to cover the additional costs during the 2019-20 academic year.

The employer's pension costs paid to TPS in the period amounted to £9,152,000 (2018: £8,413,000).

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

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

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29. PENSION OBLIGATIONS (continued)

Local Government Pension Scheme

The Company participates in the Local Government Pension Scheme (LGPS).

The LGPS is a funded defined benefit scheme, with the assets held in a separate trustee administered fund. The total contributions made for the year ended 31 August 2019 was £8,946,000 of which employer's contribution totalled £6,625,000 and employees' contributions totalled £2,321,000.

The agreed employee contribution rates for future years for employees and for employers are as follows:

Gross Salary	Employee's contribution
Up to £14,400	5.50%
£14,401 - £22,500	5.80%
£22,501 to £36,500	6.50%
£36,501 to £46,200	6.80%
£46,201 to £64,600	8.50%
£64,601 to £91,500	9.90%
£91,501 to £107,700	10.50%
£107,701 to £161,500	11.40%
Over £161,501	12.50%

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29. PENSION OBLIGATIONS (continued)

Academy	Pension Fund	Employer's contribution
OA New Oak	Avon	13.8%
OA John Williams	Avon	13.6%
OA Connaught	Avon	14.6%
OA Brightstowe	Avon	13.7%
OA Bank Lease	Avon	12.7%
OA Long Cross	Avon	15.5%
OA Brislington	Avon	16.3%
OA Marksbury Road	Avon	15.4%
OA Shirley Park	Croydon	18.0%
OA Coulsdon	Croydon	18.0%
OA Byron	Croydon	18.7%
OA Ryelands	Croydon	18.1%
OA Arena	Croydon	15.9%
OCL Head Office	Enfield	14.2%
OA Hadley	Enfield	14.8%
OA Enfield	Enfield	14.2%
OA Wintringham	East Riding	16.7%
OA Parkwood	East Riding	17.2%
OA Nunsthorpe	East Riding	19.7%
OA Immingham	East Riding	17.8%
OA Henderson Avenue	East Riding	18.2%
OA Oldham	Greater Manchester	20.6%
OA Media City UK	Greater Manchester	17.0%
OA Limeside	Greater Manchester	20.6%
OA Harpur Mount	Greater Manchester	19.1%
OA Aspinall	Greater Manchester	19.1%
OA Temple	Greater Manchester	19.1%
OA Broadoak	Greater Manchester	16.7%
OA Clarksfield	Greater Manchester	20.6%
OA Leesbrook	Greater Manchester	16.7%
OA Mayfield	Hampshire	16.1%
OA Lords Hill	Hampshire	16.1%
OA Sholing	Hampshire	16.1%
OA Pinewood	Havering	22.9%
OA Skinner Street	Kent	20.0%
OA Isle Of Sheppey	Kent	20.0%
OA South Bank	Lambeth	19.0%
OA Johanna Primary	Lambeth	24.6%
OA Silvertown	Newham	12.0%
OA Don Valley	South Yorkshire	9.8%

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29. PENSION OBLIGATIONS (continued)

OA Firvale	South Yorkshire	10.9%
OA Watermead	South Yorkshire	11.3%
OA Lister Park	West Yorkshire	13.7%
OA Putney	Wandsworth	19.0%
OA Longmeadow	Wiltshire	22.8%
OA Short Heath	West Midlands	19.5%
OA Woodview	West Midlands	18.6%
OA Hobmoor	West Midlands	16.6%
OA Boulton	West Midlands	17.1%
OA Blakenhale Juniors	West Midlands	17.9%
OA Blakenhale Infants	West Midlands	19.0%
OA Foundry	West Midlands	18.0%
OA Warndon	Worcestershire	15.1%

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 and means Oasis would not be responsible for the pension liability should an academy close.

The tables below outline the key assumptions disclosed within ranges and the monetary values shown in total for the fifteen LGPS schemes:

Principal Actuarial Assumption

Range	31 August 2019 Top	31 August 2019 Bottom	31 August 2019 Average	31 August 2018 Top	31 August 2018 Bottom	31 August 2018 Average
Rate of increase in salaries	3.7%	2.5%	3.1%	3.8%	2.5%	3.2%
Rate of increase for pension in payment/inflation	2.3%	2.0%	2.2%	2.4%	2.0%	2.3%
Discount rate for scheme liabilities	1.9%	1.8%	1.9%	2.9%	2.5%	2.8%
Inflation assumptions (CPI)	2.3%	2.0%	2.2%	2.4%	2.0%	2.3%
Commutation of pensions to lump sums	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%

Oasis Community Learning has not conducted a sensitivity analysis on the key assumptions used within the actuarial valuations. It is deemed that the figures are subjective and are not referred to by wider government when actually calculating funding for the schemes. The output of any sensitivity analysis is therefore of little help. Oasis Community Learning and its trustees continue to monitor LGPS pension rates and the valuations as necessary.

OASIS INTERNATIONAL ASSOCIATION
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29. PENSION OBLIGATIONS (continued)

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

	31 August 2019 Top	31 August 2019 Bottom	31 August 2019 Average	<i>31 August 2018 Top</i>	<i>31 August 2018 Bottom</i>	<i>31 August 2018 Average</i>
Retiring today						
Males	23.7	20.6	21.9	<i>24.5</i>	<i>21.5</i>	<i>22.6</i>
Females	26.2	23.0	24.3	<i>27.2</i>	<i>23.9</i>	<i>25.1</i>
Retiring in 20 years						
Males	26.3	22.0	23.4	<i>26.8</i>	<i>23.1</i>	<i>24.6</i>
Females	29.0	24.5	26.1	<i>29.4</i>	<i>26.0</i>	<i>27.2</i>

The overall expected rate of return is based on asset models which consider economic scenarios and use probability distributions to project a range of possible for the future behaviour of asset returns and economic variables. The actual return on scheme assets was £2,241,000 (2018: £1,496,000).

The Company's share of the assets and liabilities was:

	2019 Fair Value £'000	Share %	<i>2018 Fair Value £'000</i>	<i>Share %</i>
Equities	69,252	60.3	<i>62,105</i>	<i>62.8</i>
Bonds	20,363	17.7	<i>16,829</i>	<i>17.1</i>
Property	9,961	8.7	<i>8,597</i>	<i>8.7</i>
Cash	4,335	3.8	<i>4,195</i>	<i>4.2</i>
Other	10,973	9.5	<i>7,161</i>	<i>7.2</i>
	<u>114,884</u>		<i><u>98,887</u></i>	

Amounts recognised in the Statement of Financial Activities

	2019 £'000	<i>2018 £'000</i>
Current service cost	11,532	<i>12,044</i>
Net interest cost	1,315	<i>1,372</i>
Curtailments	92	<i>91</i>
Past service cost	3,122	<i>99</i>
Administration cost	36	<i>33</i>
	<u>16,097</u>	<i><u>13,639</u></i>

OASIS INTERNATIONAL ASSOCIATION
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29. PENSION OBLIGATIONS (continued)

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

	2019	<i>2018</i>
	£'000	<i>£'000</i>
At 1 September 2018	146,539	<i>138,523</i>
Upon conversion	1,486	<i>4,497</i>
Current service cost	11,532	<i>12,019</i>
Past service cost	3,122	<i>99</i>
Interest cost	4,223	<i>3,613</i>
Employee contributions	2,321	<i>2,193</i>
Actual (gain)/ loss	32,554	<i>(12,897)</i>
Benefits paid	(1,421)	<i>(1,624)</i>
Plan Introductions, benefit charges, curtailments and settlements	92	<i>116</i>
	200,448	<i>146,539</i>
At 31 August 2019	200,448	<i>146,539</i>

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

	2019	<i>2018</i>
	£'000	<i>£'000</i>
At 1 September 2018	98,887	<i>84,051</i>
Upon conversion	902	<i>3,268</i>
Expected return on assets	2,908	<i>2,241</i>
Actuarial loss	4,698	<i>2,338</i>
Employer contributions	6,625	<i>6,453</i>
Employee contributions	2,321	<i>2,193</i>
Benefits paid	(1,421)	<i>(1,624)</i>
Administration cost	(36)	<i>(33)</i>
	114,884	<i>98,887</i>
At 31 August 2019	114,884	<i>98,887</i>

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30. CONVERSION OF ACADEMIES TO THE COMPANY

Sholing Technology College converted to academy status on 1 September 2018 and on 1st January 2019 Clarksfield Primary School were the second academy to convert to the Trust under the Academies Act 2010. All the operations and assets and liabilities were transferred to Oasis Community Learning from Hampshire County Council and Oldham Council respectively, for £nil consideration.

The transfers have been accounted for as a combination that is in substance a gift. The assets and liabilities transferred were valued at their fair value and recognised in the balance sheet under the appropriate headings with a corresponding net amount recognised as a net gain in the Statement of Financial Activities as Donations – transfer from local authority on conversion.

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

	Unrestricted Funds £000	Restricted General Funds £000	Restricted Fixed Asset Funds £000	Total £000
Tangible fixed assets				
Leasehold Land & Buildings	-	-	12,653	12,653
Local government pension deficit	-	(584)	-	(584)
Budget surplus on LA funds	260	-	-	260
	<u>260</u>	<u>(584)</u>	<u>12,653</u>	<u>12,329</u>
Net assets	<u>260</u>	<u>(584)</u>	<u>12,653</u>	<u>12,329</u>

31. AGENCY ARRANGEMENTS

OCL distributes 16-19 bursary funds to students as an agent for the ESFA. In the accounting year ended 31 August 2019 the Company received £158,525 (2018: £183,164) and disbursed £137,243 (2018: £90,906) from the fund. There was a balance of £47,050 (2018: £92,258) deferred at the year-end date.

32. POST BALANCE SHEET EVENT

The impact of Covid-19 is considered to be a non-adjusting post balance sheet event. As noted on page 11, the Directors have considered the financial risks associated with Covid-19 and have reforecast the levels of activity anticipated over the next year taking into account how those activities can be delivered. The Directors are satisfied that the Company and Group will be able to continue its activities for the foreseeable future and that no material uncertainty exists over the entity's ability to continue as a going concern.

OCL is largest entity of the group and majority of their income comes from Government funding. This income is secure and, whilst academies are currently closed as per Government guidelines, there are reduced running which has led to a positive impact on cash flows. The Directors have assessed whether there is any known impact on the value of the year-end assets and liabilities – the value of the defined benefit pension liabilities is likely to be impacted as a result of adverse movements in the value of investment assets, although this will not affect cash flows in this coming 12 month period. In addition assets at balance sheet date are considered to be fully recoverable and no adjustment is required for impairment.

The other entities within the group have carried out detailed reviews of cash flow forecasts and directors are confident that funding is secured whilst activities can continue to be delivered in a safe and effective way.

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33. FINANCIAL INSTRUMENTS

At the balance sheet date, the charity held financial assets at amortised cost of £35,161,000 (2018: £30,478,000). Financial assets at fair value through income or expenditure of £0 (2018: £0) and Financial liabilities at amortised cost of £22,753,000 (2018: £17,885,000).

34. COMPARATIVE STATEMENT OF FINANCIAL ACTIVITIES FOR YEAR ENDED 31 AUGUST 2018

	Notes	General £000	Designated £000	Restricted funds £000	Total 2018 £000
INCOME FROM:					
Donations and grants	2	2,685	-	167,841	170,526
Trading and other	3	5,254	-	2,197	7,451
Investments		115	-	-	115
Charitable activities	4	2,775	291	858	3,924
TOTAL		10,829	291	170,896	182,016
EXPENDITURE ON:					
Raising funds	5	4,286	-	-	4,286
Fundraising trading costs	6	162	-	31	193
Charitable activities	7	4,149	412	192,987	197,548
TOTAL		8,597	412	193,018	202,027
Net income/(expenditure)		2,232	(121)	(22,122)	(20,011)
Transfers between funds	19	(887)	(56)	943	-
Actuarial gains on defined benefit pension schemes	30	-	-	14,006	14,006
Net movement in funds		1,345	(177)	(7,173)	(6,005)
At 1 September 2017 (as restated)	34	3,797	1,892	348,686	354,375
At 31 August 2018		5,142	1,715	341,513	348,370