# Company Number 3773914 Charity Number 1088839

# OPEN COLLEGE NETWORK YORKSHIRE AND HUMBER REGION

# REPORT AND FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 JULY 2010

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# **DIRECTORS' AND TRUSTEES' REPORT** FOR THE YEAR ENDED 31 JULY 2010

The directors and trustees present their report and the audited accounts for the year ended 31 July 2010

#### REFERENCE AND ADMINISTRATION DETAILS OF THE CHARITY, ITS TRUSTEES AND **ADVISORS**

Open College Network Yorkshire & Humber Region is a registered charity and a company limited by guarantee. The registered office and operating address is

> Open College Network Yorkshire and Humber Region **OCN House** Lower Warrengate WAKEFIELD **WF1 1SA**

The directors of the company, who are the charity trustees and who served during the year and up to the date of this report, were -

> Chairman (re-elected 29 January 2010) J McLeod

E Agar S Cottrell

K Hinchcliff (resigned 20 November 2009)

W Jones (appointed as a co-opted Trustee on 1 September

2009 and elected as Trustee 29 January 2010)

J Major (resigned 8 April 2010)

T Sargison T Thornton

J Westerman

J Novitzky (elected 29 January 2010) J Martin (elected 29 January 2010) M Hodgkinson (elected 29 January 2010) D Desgranges (elected 29 January 2010) A Torbitt (elected 29 January 2010)

(appointed as a co-opted Trustee 8 April 2010) A Adams

Company Secretary

(resigned 20 May 2009, reappointed 3 August 2009) V Hobson (appointed 20 May 2009, resigned 3 August 2009) M Vujatovic

Principal staff

John Lawton Claire Wigzell Chief Executive Officer

Regional Business Development Manager

Melisa Vujatovic Regional Finance and LT Manager

Donna Pritchard Regional Quality Manager Regional Operations Manager Velda Hobson Access to HE Manager (appointed Julie Knowles

8 November 2009)

Auditors

Ian Pickup & Co

Chartered Accountants and Registered Auditors

123 New Road Side

Horsforth

Leeds LS18 4QD

Bankers

Barclays Bank plc 24 Otley Road Leeds LS6 2AD

# DIRECTORS' AND TRUSTEES' REPORT FOR THE YEAR ENDED 31 JULY 2010

#### STRUCTURE, GOVERNANCE AND MANAGEMENT

Open College Network Yorkshire and Humber Region (OCNYHR) is a registered charity, constituted as a company limited by guarantee and is therefore governed by a Memorandum and Articles of Association. All the directors of the company are also trustees of the charity

The names of the directors of the company, who are also trustees of the charity, are set out on page 3. In accordance with the Articles of Association, certain of these directors will retire at the next Annual General Meeting by rotation, or by virtue of having been appointed during the year.

During the course of the year, there were two resignations from the OCNYHR Trustee Board and seven new members were recruited to serve as Trustees and Directors. The Board established a Trustee Search Committee to recruit these new Trustees, ensuring that there was a representative balance across the whole of the OCN's business interests.

The OCNYHR trustees receive an Induction Pack, with a clear identification of roles and responsibilities as charity trustees as set out by the Charities Commission and written to the National Occupational Standards for Trustees and Management Committees Trustees are also invited to engage in continuing professional development opportunities made available to them throughout their tenure

On appointment, all trustees are required to sign a Terms of Service declaration including their willingness to act only in the best interests of the charity. The proceedings of all Board meetings meet the Nolan standards and an opportunity to make a declaration of interest is a standard agenda item on all sub-Committees and at the full Trustee Board. The OCN holds a Register of Interests. All trustees give their time voluntarily. Any expenses reclaimed by trustees from the charity are set out in note 7 to the accounts.

The Board has committed itself to working towards the Good Governance Standards set out by the Governance Hub and will be working to new guidelines issued in October 2010. The trustees and each of its Committees have undertaken a self-assessment exercise on an ongoing basis.

The charity is organised so that the trustees meet regularly to manage its affairs with at least three full Board meetings a year plus at least three, more often four, Finance and Staffing Committee meetings per annum. The full Trustee Board is invited to a strategic planning day, and has their own Trustees' Away Day.

The directors and trustees have conducted their own review of the major risks to which the charity is exposed to build on the original risk exercise in the Regional Business Plan for 2007-2009 and fed this into the design of the new Strategic Plan for OCNYHR which now runs from 2010-2012 (see below) The Board has a Risk Policy and receives a Risk Register update on an annual basis

The day-to-day management of the company is undertaken by the Chief Executive Officer, supported by the five members of the Senior Management Team. A new member of the Senior Management Team (SMT) was appointed in November 2009 to strengthen the Access to HE function of OCNYHR as an Access Validating Agency, accountable for licence purposes to the Quality Assurance Agency (QAA – see paragraph below). The Chief Executive Officer is directly accountable to the Chairman and collectively the wider Board of Trustees. His performance is reviewed by the Chairman on an annual basis.

# DIRECTORS' AND TRUSTEES' REPORT FOR THE YEAR ENDED 31 JULY 2010

The charity is licensed by two regulatory authorities. Ofqual (the Office of Qualifications and Examinations Regulation) having taken over regulatory duties from the Qualifications and Curriculum Authority (QCA) for OCNYHR's NOCN accreditation activity, and the Quality Assurance Agency (QAA) for its Access to HE activity. OCNYHR is referred to as an Access Validating Agency (AVA) for its Access to Higher Education work. The charity is responsible for the effective and consistent implementation of both licences and subject to audit by both bodies. As a NOCN licensed OCN, it is part of the national network of 9 Regional OCNs plus an OCN for Northern Ireland.

The Chief Executive is part of the National Open College Network (NOCN) National Leadership Team. He is accountable to that Team and to NOCN (the National Open College Network, based in Sheffield) for the involvement of Yorkshire and Humber Region staff in national activities as appropriate.

#### **OBJECTIVES AND ACTIVITIES**

The OCNYHR Mission is

"To operate as an effective awarding body with a strong social purpose and provide a high quality, responsive and accessible accreditation service that recognises the achievements of adults and young people, particularly those who have benefited least from prior educational experiences in the past"

This mission is anchored in the following core values

- A belief that the accreditation of learning is an important tool for individuals to have their achievements recognised and valued,
- Respect for and encouragement of diversity in learners and learning approaches, partners and settings,
- A passion to make a difference to disadvantaged individuals, groups and communities in relation to their learning and personal development, and for their voices to be heard,
- An ambition to open up opportunities for vocational progression, both into work and in the workplace, and for personal and social development,
- A commitment to integrity and ethical business practice

The new Strategic Plan covering the period 2010-2012 was approved by the Board after the annual process of review and consultation with all staff and included significant trustee input Each operational area or theme has key strategic aims, objectives and milestones for the work, mapped to the key strategic priorities identified by the Plan Members of the Senior Management Team individually have lead responsibility to deliver against the Strategic Plan in key business areas and are required to report to the Board of Trustees on a quarterly basis. All staff are required to map their own work to the Strategic Plan through team and individual action planning.

The Performance Review submitted to the Board on 22nd June 2010 demonstrated that the organisation had met the majority of its business objectives. When reviewing the aims and objectives of the charity, and in planning future activities, the trustees have complied with the duty in section 4 of the Charities Act 2006 to have due regard to public benefit guidance published by the Commission, in particular in widening access to learning and in targeting disadvantaged learners and communities

# DIRECTORS' AND TRUSTEES' REPORT FOR THE YEAR ENDED 31 JULY 2010

## **ACHIEVEMENTS AND PERFORMANCE**

Open College Network Yorkshire and Humber has continued to provide a stable and supportive service to its membership network in the 2009-2010 operational year. Despite concerns over government funding and policy, OCNYHR has maintained an assertive and confident business approach and has continued to diversify and innovate in a number of key areas of the business. The growth of schools coming into membership is a key sign that the relatively new offer made available through the investments made in Step-UP and the Progression Qualifications are producing positive returns with the potential for further significant growth. OCNYHR's ability to reach disadvantaged learners through its diverse membership network has been evidenced by the number of learners from disadvantaged postcodes being awarded Credit-bearing Units or full Qualifications.

In June 2009, the Quality Assurance Agency (QAA), responsible for reviewing the licence of OCNYHR as an Access Validating Agency (AVA), conducted a three day review and presented a very favourable report of the AVA's work, against four set licence principles. The AVA was subsequently issued with a renewed licence for 5 years, conditional on the implementation of 6 changes, including some to OCNYHR's Memorandum and Articles of Association. There were 6 areas of the AVA's practice which the QAA commended and a number of further recommendations were made for the continuing improvement of the AVA's service, for consideration by the Trustees and the Senior Management Team. An action plan in response to the findings was produced and implemented. The six conditions have all now been fully met, as confirmed by correspondence received from the Quality Assurance Agency on 18<sup>th</sup> June 2010, following consideration of our responses by the QAA's Recognition and Licensing Committee.

At the end of 2009/10, the trustees acknowledged

## Strengths

- A strong staff team, which works to a core set of negotiated and agreed company values of Clarity, Integrity, Flexibility and Teamwork, as evidenced by the successful award of the Investors in People Bronze Award. This work met one of the challenges expressed in last year's report 'To continue to build the internal strength of the organisation as a good place to work where employees feel valued, productive and rewarded.'
- Wholly owned purpose built offices offering high quality facilities to staff, members and visitors,
- 3 The continuing extensive use of our own dedicated training suite to deliver Continuing Professional Development (CPD) to members of the OCNYHR Network, reducing costs in hiring facilities,
- 4 A range of educational services offered for the region including the very successful CPD programme which again grew in 2009-2010 and intensive support to new members and providers with curriculum and accreditation guidance,
- 5 A responsive registration and certification service, processing over 75,000 learner registrations and awards in 2009/10,

# DIRECTORS' AND TRUSTEES' REPORT FOR THE YEAR ENDED 31 JULY 2010

- A growth in the number of schools coming into membership of OCNYHR. Here there is evidence of an increasing take-up of the Step-UP and Qualifications in Progression qualifications. This addresses one of the challenges expressed in last year's Directors' and Trustees' report. 'To identify and establish new areas of business, such as increased work with schools, to replace the declines in the Further Education sector'.
- As well as work in schools, there has been growth in the whole 14-19 sector, including with alternative education providers, targeting those young people who might have been, or who have the potential to be classified as NEETS (Not in Employment, Education or Training)
- The promotion of our Foundation Learning offer has been key in 2009-2010 and there are positive indicators that we have now established ourselves as a creditable and significant player in this market,
- 9 A successful brand presence in the region, noted for its flexibility and creativity,
- 10 A robust human resources set up, including the successful award of the Disability Two-Ticks accreditation during 2009-10,
- 11 An organisational structure which embeds equal opportunities and actively promotes and funds learning and development for all staff,
- 12 Secure and well-managed finance and IT systems, which are scrutinised by an active Finance and Staffing Committee of Trustees,
- 13 Increased effectiveness in marketing and communication through the membership network,
- 14 A successful set of Quality Assurance arrangements, which fully satisfy the requirements of the NOCN licence and that of the Quality Assurance Agency This included an extensive piece of work to establish a revised quality model for schools,
- 15 A full, active and alert Trustee Board which helps the company fulfil its charitable objects and which helps the company to manage risks, provides challenge and accountability, offers strategic direction and acts in the role of critical friend to the organisation,
- 16 A growth in the number of learners taking the Access to HE Diploma as an entry route into Higher Education and the acquisition of new providers joining us as an AVA (Access Validating Agency),
- 17 A growth in the number of learners gaining a full Level 2 qualification (through Qualifications in Progression), with many learners then going on to study for the Access to HE Diploma at Level 3

Despite these successes, there has again been a larger decrease in learner numbers than anticipated. The overall target for growth in learner numbers for NOCN provision in 2009-10 was not met, although given that there was a higher than expected average cost per learner, the registration income was higher than forecast. This reduction in learner numbers is in line with the national situation for adult learning, with a squeeze on LSC funding for the core Further Education and adult community learning budgets and a predicted further loss of Further Education and Voluntary and Community Sector business as a consequence. Learner numbers in Access to Higher Education were above target and led to a 30% increase.

# DIRECTORS' AND TRUSTEES' REPORT FOR THE YEAR ENDED 31 JULY 2010

#### **PLANS FOR FUTURE PERIODS**

#### Challenges

- 1 Responses to the cuts made by the Coalition Government may well lead to a decline in the number of small third sector and indeed local authority members who can afford to trade with us Similar declines may well be experienced in both the Further Education and Higher Education sectors
- To continue to build recognition that the OCN has a role as an agency involved in strategic developments and initiatives to support progression and current localised, regional and national policy drivers. To address this challenge, the OCNYHR Trustee Board has established a Regional Policy and Practice Committee to act as a consultative forum for Yorkshire and Humber and to support the company's strategic and operational objectives.
- OCNYHR has decided to consider the implications of being an Awarding Organisation in its own right. The drivers behind this include (1) the flexibilities offered by the Qualifications and Credit Framework (QCF) and the instigation of a new regulator, Ofqual, which is seeing an increase in the number of independent Awarding Organisations, as allowed for in current legislation, (2) challenges faced from other organisations, including consortia of colleges, to set up their own Awarding Organisations (AO), (3) the opportunity to be able to respond quickly and assertively to market demands in Yorkshire and Humber and to our membership
- The OCN recognises that its registrations database will need replacing fairly soon, and by taking full advantage of new technology will further improve the effectiveness of its customer services, and fully support all its activities as an independent AO. This will be undertaken in consultation with but independent of other regional offices in the OCN Network, including the national office.

#### Markets for Growth

There are a number of established OCN markets where growth is possible and where we have the products, the relationships and the relevant match to current and emerging policy drivers

- 14 19 work, linking Alternative Education Providers with schools to create clear progression pathways and coherent curricula in localities with the flexible Step-UP qualification,
- Access to Higher Education and Level 2 progression opportunities especially with the
  withdrawal from the Access to HE Diploma market of AQA. Having already secured the
  successful transfer of one AQA provider in the summer of 2010, which is likely to attract
  an additional 250 learners for 2010/11, there is evidence that our reputation as an AVA
  is growing and this is attracting other providers to want to come with us for their Access
  to HE Diploma Level 3 provision,
- The promotion of new Access to Higher Education Regional Diplomas, such as Sustainable Development, Science, the Humanities, Nursing and Multimedia/Performing Arts,
- Development of GCSE Equivalencies with regional HEI input and progression agreements and cross-regional AVA working to secure a standardised approach,

# DIRECTORS' AND TRUSTEES' REPORT FOR THE YEAR ENDED 31 JULY 2010

- Workplace learning, particularly within the Social Care Sector and the third Sector,
- Enhanced support across all agencies for young people Not in Employment, Education or Training (NEETS),
- Employability support focusing on job-readiness models for all ages but particularly for the Retail and Construction Sector – linked to post-recession growth opportunities,
- Foundation Learning (Entry Level and Level 1) qualifications and the dissemination of best practice,
- Promotion of the Qualifications and Credit Framework (QCF) and the potential this
  offers for progression pathways delivered by a variety of providers.
- Opportunities provided by the new Quality Assurance Qualifications which go live on 1<sup>st</sup>
  January 2011 will be maximised, with planning under way to be able to respond
  immediately with a comprehensive offer for member organisations and potential new
  customers

#### **FINANCIAL REVIEW**

The net deficit for the year before gains and losses on pension assets and liabilities is £232,680 (page 13) The above net deficit is after charging an exceptional item of £448,166½ for the impairment of the leasehold offices of the charity (Note 5)

At the balance sheet date total funds (after deducting the pension reserve) stood at £1,527,801, all of which are unrestricted funds. The trustees have noted the financial performance of the charity during the year and are aware of the need to improve their operational results going forward.

#### Reserves policy

The directors and trustees have established a policy whereby the unrestricted funds not committed or invested in tangible fixed assets ('the free reserves') held by the charity should be six months of resources expended (net of exceptional item), which equates to around £650,000 in general funds

At this level the directors and trustees feel they would be able to continue the current activities of the charity in the event of a significant drop in funding or unexpected increase in costs. At the balance sheet date the free reserves after allowing for the pension reserve of £484,000 amount to £697,155. The trustees will review the reserves policy annually

#### Investment policy

The Chief Executive Officer and the Regional Finance and IT Manager are permitted to place cash surplus to working capital requirements on deposit with Board approved banks for periods of up to two months maximum. Surplus cash is not permitted to be transferred outside of the approved banking arrangements without prior authorisation by the Board. Interest receipts are to be accounted for as income.

Regular monitoring of the balance of the company's current account is required to ensure that the day-to-day cash requirements of the OCN are adequately funded

Investment in assets other than cash is currently not permitted, subject to future review of investment policy. The trustees will review the policy annually

# DIRECTORS' AND TRUSTEES' REPORT FOR THE YEAR ENDED 31 JULY 2010

#### **AUDITORS**

The auditors, Ian Pickup & Co , will be proposed for reappointment in accordance with s 485 of the Companies Act 2006

#### STATEMENT OF RESPONSIBILITIES OF THE TRUSTEES

Company law requires the trustees to prepare financial statements for each financial year which give a true fair view of the state of affairs of the company as at the end of the financial year and of the surplus or deficit of the company for that period

In preparing those financial statements, the trustees should follow best practice and

- select suitable accounting policies and then apply them consistently,
- make judgements and estimates that are reasonable and prudent, and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the company will continue on that basis

The trustees are responsible for maintaining proper accounting records, which disclose with reasonable accuracy at any time the financial position of the charitable company and to enable them to ensure that the financial statements comply with the Companies Act 2006. The trustees are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

#### STATEMENT OF DISCLOSURE OF INFORMATION TO AUDITORS

The trustees of the company who held office at the date of approval of this annual report confirm that

- so far as the director is aware, there is no relevant audit information (information needed by the company's auditors in connection with preparing their report) of which the company's auditors are unaware, and
- each director has taken all the steps that he or she ought to have taken as a director in order to make him or her aware of any relevant audit information and to establish that the company's auditors are aware of that information

This report has been prepared in accordance with the Accounting and Reporting by Charities Statement of Recommended Practice (revised 2005) and in accordance with the special provisions relating to companies subject to the small companies regime within Part 15 of the Companies Act 2006. It was approved by the directors and trustees on 30 November 2010 and signed on its behalf by

J McLeod Grustee (Chairman)

2.12.201

# INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF OPEN COLLEGE NETWORK YORKSHIRE AND HUMBER REGION

We have audited the financial statements of Open College Network Yorkshire and Humber Region for the year ended 31 July 2010, which comprise the primary statements such as the Statement of Financial Activities, the Balance Sheet and the related notes. These financial statements have been prepared under the historical cost convention and the accounting policies set out therein

This report is made solely to the 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 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 company and the company's members as a body for our audit work, for this report, or for the opinions we have formed

#### Respective responsibilities of directors and trustees and auditors

The trustees' (who are also the directors of the company for the purposes of company law) responsibilities for preparing the Annual Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice) and for being satisfied that the financial statements give a true and fair view are set out in the Statement of Trustees' Responsibilities

Our responsibility is to audit the financial statements in accordance with relevant legal and regulatory requirements and International Standards on Auditing (UK and Ireland)

We report to you our opinion as to whether the financial statements give a true and fair view, have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice, and have been properly prepared in accordance with the Companies Act 2006. We also report to you whether, in our opinion, the information given in the Trustees' Annual Report is consistent with those financial statements.

In addition we report to you if, in our opinion, the charity has not kept adequate accounting records, if the charity's financial statements are not in agreement with the accounting records and returns, if we have not received all the information and explanations we require for our audit, or if certain disclosures of trustees' remuneration specified by law are not made

We read the Trustees' Annual Report and consider the implications for our report if we become aware of any apparent misstatements within it

#### Basis of audit opinion

We conducted our audit in accordance with International Standards on Auditing (UK and Ireland) issued by the Auditing Practices Board. An audit includes examination, on a test basis, of evidence relevant to the amounts and disclosures in the financial statements. It also includes an assessment of the significant estimates and judgements made by the trustees in the preparation of the financial statements, and of whether the accounting policies are appropriate to the charity's circumstances, consistently applied and adequately disclosed.

We planned and performed our audit so as to obtain all the information and explanations which we considered necessary in order to provide us with sufficient evidence to give reasonable assurance that the financial statements are free from material misstatement, whether caused by fraud or other irregularity or error. In forming our opinion we also evaluated the overall adequacy of the presentation of information in the financial statements.

# INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF OPEN COLLEGE NETWORK YORKSHIRE AND HUMBER REGION (CONTINUED)

## Opinion

#### In our opinion

- the financial statements give a true and fair view, in accordance with United Kingdom Generally Accepted Accounting Practice applicable to smaller entities, of the state of the charity's affairs as at 31 July 2010 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended,
- the financial statements have been prepared in accordance with the Companies Act 2006,
- the information given in the Trustees' Annual Report is consistent with the financial statements

Ian Pickup

Senior Statutory Auditor
For and on behalf of lan Pickup & Co
Chartered Accountants & Statutory Auditors
123 New Road Side
Leeds
LS18 4QD

Date 20 December 2010

# STATEMENT OF FINANCIAL ACTIVITIES FOR THE YEAR ENDED 31 JULY 2010 (incorporating Income and Expenditure Account)

|                                                                         | NOTE | UNRESTRICTED<br>FUNDS | RESTRICTED<br>FUNDS | TOTAL<br>FUNDS<br>2010 | TOTAL<br>FUNDS<br>2009 |
|-------------------------------------------------------------------------|------|-----------------------|---------------------|------------------------|------------------------|
|                                                                         |      | £                     | £                   | £                      | £                      |
| INCOMING RESOURCES<br>Incoming resources from<br>generated funds        |      |                       |                     |                        |                        |
| Investment income                                                       |      | 361                   | -                   | 361                    | 11,668                 |
| Rental income                                                           |      | 478                   | -                   | 478                    | -                      |
| Incoming resources from<br>charitable activities                        |      |                       |                     |                        |                        |
| Centre approval fees                                                    | 2    | 167,195               | -                   | 167,195                | 168,875                |
| Fees, contracts & grants                                                | 2    | 1,275,198             | -                   | 1,275,198              | 1,184,014              |
| Miscellaneous fees                                                      | 2    | 71,327                | -                   | 71,327                 | 46,525                 |
| Total incoming resources                                                | _    | 1,514,559             | -                   | 1,514,559              | 1,411,082              |
| RESOURCES EXPENDED Charitable activities                                |      |                       |                     |                        |                        |
| NOCN Accreditation                                                      | 3    | 710,847               |                     | 710,847                | 807,437                |
| Access to HE Accreditation                                              | 3    | 259,597               | -                   | 259,597                | 358,556                |
|                                                                         | 3    | 167,015               | -                   | 167,015                | 168,961                |
| Training and advice Governance costs                                    | 3    | 161,614               | _                   | 161,614                | 270,317                |
| Other resources expended                                                | 3    | 101,014               | _                   | 101,014                | 270,517                |
| Exceptional item                                                        | 4/5  | 448,166               | -                   | 448,166                | -                      |
| Total resources expended                                                | 3    | 1,747,239             |                     | 1,747,239              | 1,605,271              |
| Net (expenditure) for the year before other recognised gains and losses | 4    | (232,680)             | _                   | (232,680)              | (194,189)              |
| other recognised gains and losses                                       | 7    | (232,000)             |                     | (202,000)              | (104,100)              |
| Gains/(Losses) on revaluation of pension assets                         | 18   | 69,000                | -                   | 69,000                 | (110,000)              |
| (Losses) on revaluation of pension liabilities                          | 18   | (79,000)              | -                   | (79,000)               | (2,000)                |
| Net movement in funds                                                   |      | (242,680)             | -                   | (242,680)              | (306,189)              |
| Funds b/f at 1 August 2009                                              |      | 1,770,481             | _                   | 1,770,481              | 2,076,670              |
| Funds c/f at 31 July 2010                                               | 12   | 1,527,801             | -                   | 1,527,801              | 1,770,481              |

The notes on pages 15 to 23 form part of these accounts
There were no recognised gains and losses for 2010 and 2009 other than those included in the income and expenditure account

# OPEN COLLEGE NETWORK YORKSHIRE AND HUMBER REGION BALANCE SHEET AS AT 31 JULY 2010

|                                        |       |           | 2010      |           | 2009      |
|----------------------------------------|-------|-----------|-----------|-----------|-----------|
|                                        | Note  | £         | £         | £         | £         |
| FIXED ASSETS                           |       |           |           |           |           |
| Tangible assets                        | 8     |           | 830,646   |           | 1,312,006 |
| CURRENT ASSETS                         |       |           |           |           |           |
| Debtors                                | 9     | 357,449   |           | 577,804   |           |
| Cash at bank and in hand               |       | 907,346   | _         | 554,331   |           |
|                                        |       | 1,264,795 |           | 1,132,135 |           |
| CREDITORS                              |       |           |           |           |           |
| AMOUNTS FALLING DUE                    | 40    | (00.040)  |           | (77.000)  |           |
| WITHIN ONE YEAR                        | 10    | (83,640)  | -         | (77,660)  |           |
| NET CURRENT ASSETS                     |       |           | 1,181,155 |           | 1,054,475 |
| NET ASSETS excluding pension           |       | -         |           | -         |           |
| liability                              |       |           | 2,011,801 |           | 2,366,481 |
| PENSION LIABILITY                      | 17    | _         | (484,000) | -         | (596,000) |
| NET ASSETS including pension liability |       | -         | 1,527,801 | -         | 1,770,481 |
| UNRESTRICTED FUNDS                     |       |           |           |           |           |
| Designated funds                       | 12    |           |           |           | 200,000   |
| General funds                          | 12    |           | 2,011,801 |           | 2,166,481 |
| TOTAL CHARITY FUNDS                    | 12    | -         | 2,011,001 | -         | 2,100,401 |
| excluding pension reserve              | 12    |           | 2,011,801 |           | 2,366,481 |
| PENSION RESERVE                        | 12/17 |           | (484,000) |           | (596,000) |
| TOTAL CHARITY FUNDS                    |       |           | 1,527,801 | _         | 1,770,481 |

The financial statements, which have been prepared in accordance with the special provisions relating to companies subject to the small companies regime within Part 15 of the Companies Act 2006, were approved by the board of directors and trustees on 30 November 2010 and signed on its behalf

J McLeod Director and Trustee

2.12.2010

The notes on pages 15 to 23 form an integral part of these accounts

Company Number 3773914

#### NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 JULY 2010

#### 1 ACCOUNTING POLICIES

#### (a) Basis of preparation of accounts

The financial statements are prepared under the historical cost convention and include the results of the charity's operations which are described in the Directors' and Trustees' Report and all of which are continuing. The accounts have been prepared in accordance with the Companies Act 2006 and follow the recommendations in Accounting and Reporting by Charities Statement of Recommended Practice issued in March 2005 and applicable accounting standards

- (b) All incoming resources are included in the statement of financial activities when the charity is entitled to the income and the amount can be quantified with reasonable accuracy
  - Fees, contract income and grants are accounted for by the charity when receivable
  - Where income is received specifically for expenditure in a future accounting period that amount is deferred
  - Investment income is included when receivable

#### (c) Tangible fixed assets and depreciation

Tangible fixed assets are stated at cost less depreciation. Depreciation is provided to write down the cost of fixed assets, less their estimated residual value over their expected useful economic lives on the following bases

Equipment

- 33 3% straight line basis

Furniture and Fittings - 20% straight line basis

Leasehold improvements - over unexpired portion of lease

Leasehold property

- 2% straight line basis

Items are capitalised where the purchase price exceeds £500

## (d) Operating Leases

Rentals applicable in respect of operating leases where substantially all the benefits and risks of ownership remain with the lessor are charged to the Income and expenditure account as incurred

#### (e) Resources expended

Resources expended are recognised in the period in which they are incurred. Resources expended include attributable VAT which cannot be recovered, and is reported as part of the expenditure to which it relates

- Resources expended are allocated to the particular activity where the cost can be directly attributed to an activity, or alternatively on the basis of the approximate amount of staff time spent on each activity
- Governance costs include those costs incurred in the governance of the charity and its assets and are primarily associated with constitutional and statutory requirements

#### (f) Unrestricted funds

Unrestricted funds are donations and other incoming resources receivable or generated for the objects of the charity without further specified purpose and are available as general funds

#### (g) Designated funds

Designated funds are unrestricted funds earmarked by the trustees for particular purposes

#### (h) Restricted funds

Restricted funds are to be used for specific purposes as laid down by the donor. Expenditure which meets these criteria is charged to the fund, together with a fair allocation of management and support costs.

### (i) Pension Costs

The charity contributes to the West Yorkshire Pension Scheme, a defined benefit scheme at rates set by the scheme's actuaries. The charity also contributes in respect of certain employees to the Teachers' Pension Scheme, a statutory, contributory, final salary scheme. The charity has accounted for these pension costs in accordance with FRS17. Additionally the charity contributes to defined contribution personal pension plans with Standard Life for certain employees.

#### 2 INCOMING RESOURCES FROM CHARITABLE ACTIVITIES

|                                     | Unrestricted<br>funds<br>£ | Restricted funds £ | 2010<br>Total<br>£ | 2009<br>Total<br>£ |
|-------------------------------------|----------------------------|--------------------|--------------------|--------------------|
| Centre Approval fees                | 167,195                    |                    | 167,195_           | 168,875            |
| Accreditation Programme recognition |                            |                    |                    |                    |
| Fees                                | 7,900                      | -                  | 7,900              | 6.825              |
| Learner registration fees           | 961,218                    | _                  | 961,218            | 942,616            |
| Access to HE learner fees           | 227,683                    | -                  | 227,683            | 184,043            |
| Training and advice                 |                            |                    |                    |                    |
| Contracts and fees                  | 78,397                     | -                  | 78,397             | 50,530             |
| Fees, contracts & grants            | 1,275,198                  |                    | 1,275,198          | 1,184,014          |
| ,                                   |                            |                    |                    |                    |
| Miscellaneous fees                  | 71,327                     |                    | 71,327             | 46,525             |
| TOTAL                               | 1,513,720                  |                    | 1,513,720          | 1,399,414          |

# 3 TOTAL RESOURCES EXPENDED

| Costs directly allocated to                                                                 | NOCN<br>Accreditation<br>£ | Access to HE<br>Accreditation<br>£ | Training<br>& Advice<br>£ | Governance<br>Costs<br>£ | 2010<br>Total<br>£ | 2009<br>Total<br>£ |
|---------------------------------------------------------------------------------------------|----------------------------|------------------------------------|---------------------------|--------------------------|--------------------|--------------------|
| activities                                                                                  |                            |                                    |                           |                          |                    |                    |
| Core staff salaries                                                                         | 417,722                    | 178,679                            | 89,339                    | 119,119                  | 804,859            | 799,637            |
| Quality model support staff fees                                                            | 69,799                     | 24,607                             | -                         | -                        | 94,406             | 85,458             |
| Employer's national insurance                                                               | 31,330                     | 13,401                             | 6,701                     | 8,934                    | 60,366             | 67,700             |
| Employer's pension costs Current and past service costs of                                  | 49,534                     | 21,188                             | 10,594                    | 14,125                   | 95,441             | 92,452             |
| pensions                                                                                    | (78,369)                   | (33,522)                           | (16,761)                  | (22,348)                 | (151,000)          | 14,000             |
|                                                                                             | 490,016                    | 204,353                            | 89,873                    | 119,830                  | 904,072            | 1,059,247          |
| Core staff travel costs Quality model support staff travel costs                            | 9,936<br>14,658            | 4,250<br>5,788                     | 2,125                     | 2,834                    | 19,145<br>20,446   | 50,267<br>15,845   |
| Staff Development                                                                           | 6,433                      | 2,752                              | 1,376                     | 1,834                    | 12,395             | 22,640             |
| Payroll costs                                                                               | 1,142                      | 488                                | 244                       | 326                      | 2,200              | 2,220              |
| NOCN Membership & other fees                                                                | 86,825                     | -                                  |                           | -                        | 86,825             | 88,651             |
| Project contract costs                                                                      | -                          | -                                  | 52,414                    | -                        | 52,414             | 30,501             |
| Office relocation costs                                                                     | -                          | -                                  | -                         | -                        | -                  | 340                |
| Audit and accountancy                                                                       | -                          | -                                  | -                         | 4,823                    | 4,823              | 4,628              |
| Recruitment                                                                                 | -                          | -                                  | -                         | -                        | -                  | 10,733             |
| Legal and professional                                                                      | -                          | -                                  | -                         | 1,958                    | 1,958              | 1,366              |
| Insurance                                                                                   | -                          | -                                  | -                         | 2,032                    | 2,032              | 1,525              |
| Bad & doubtful debts                                                                        | 3,725                      | -                                  | -                         | -                        | 3,725              | 5,544              |
| Pension finance cost (Note 18) Support costs allocated to activities(pro-rata to employees) | 15,051                     | 6,438                              | 3,219                     | 4,292                    | 29,000             | 17,000             |
| Software and IT support                                                                     | 9,319                      | 3,986                              | 1,993                     | 2,658                    | 17,956             | 14,338             |
| Depreciation                                                                                | 18,521                     | 7,922                              | 3,961                     | 5,282                    | 35,686             | 40,986             |
| Rent and rates                                                                              | 1,343                      | 575                                | 287                       | 383                      | 2,588              | 24,759             |
| Utilities                                                                                   | 4,232                      | 1,810                              | 905                       | 1,207                    | 8,154              | 6,776              |
| Room hire                                                                                   | 488                        | 208                                | 104                       | 139                      | 939                | 2,468              |
| Repairs and sundry equipment                                                                | 11,314                     | 4,840                              | 2,420                     | 3,225                    | 21,799             | 30,013             |
| Telephone and fax                                                                           | 2,573                      | 1,100                              | 551                       | 734                      | 4,958              | 7,257              |
| Postage                                                                                     | 5,337                      | 2,283                              | 1,141                     | 1,521                    | 10,282             | 11,789             |
| Stationery                                                                                  | 9,385                      | 4,015                              | 2,007                     | 2,676                    | 18,083             | 28,484             |
| Reprographics                                                                               | 6,597                      | 2,822                              | 1,411                     | 1,881                    | 12,711             | 10,535             |
| Marketing and advertising                                                                   | 6,280                      | 2,686                              | 1,343                     | 1,791                    | 12,100             | 22,911             |
| Hospitality                                                                                 | 6,799                      | 2,908                              | 1,454                     | 1,939                    | 13,100             | 15,064             |
| Subscriptions & memberships                                                                 | 505                        | 216                                | 108                       | 144                      | 973                | 627                |
| Books and publications TOTAL EXCL EXCEPTIONAL                                               | 368                        | 157                                | 79                        | 105                      | 709                | 1,046              |
| ITEMS                                                                                       | 710,847                    | 259,597                            | 167,015                   | 161,614                  | 1,299,073          | 1,527,560          |
| Exceptional items (Note 4)                                                                  |                            |                                    |                           |                          | 448,166            | 77,711             |
| TOTAL                                                                                       |                            |                                    |                           |                          | 1,747,239          | 1,605 <u>,271</u>  |

# 4 NET (EXPENDITURE) FOR THE YEAR BEFORE OTHER RECOGNISED GAINS AND LOSSES

| This is stated after charging | This | ıs | stated | after | charging |
|-------------------------------|------|----|--------|-------|----------|
|-------------------------------|------|----|--------|-------|----------|

| This is dialest and charging                  | 2010<br>£     | 2009<br>£ |
|-----------------------------------------------|---------------|-----------|
| Auditors' remuneration                        |               |           |
| Audit fees                                    | 2,895         | 2,725     |
| Accountancy                                   | 1,71 <b>7</b> | 1,616     |
| Audit fees - Teachers' pension scheme         | 211           | 201       |
| Other services                                | -             | 86        |
| Depreciation of tangible fixed assets         | 35,686        | 40,986    |
| Operating lease rentals                       | 9,490         | 9,448     |
| Exceptional item - legal costs relating to an |               |           |
| employment dispute                            | -             | 77,711    |
| Exceptional item - impairment charge (Note 5) | 448,166       | -         |

#### 5 EXCEPTIONAL ITEM - IMPAIRMENT OF LEASEHOLD BUILDING

In 2010 in accordance with Financial Reporting Standard 11 (Impairment of Fixed Assets and Goodwill) and SORP 2005, the trustees arranged for the charity's property to be reviewed for impairment Impairment occurs where the carrying value (net book value) is higher than its recoverable amount. In such cases the asset is required to be written down to its recoverable amount. Recoverable amount is the higher of the net realisable value and the value in use (replacement cost).

In the case of the offices of OCNYHR, OCN House, the carrying value was £1,270,666 and the replacement cost was £822,500 Consequently an impairment charge of £448,166 has been charged to the accounts in the Statement of Financial Activities (Note 4)

## **6 EMPLOYEE INFORMATION**

The average number of employees, calculated on a full-time equivalent (FTE) basis analysed by function was

|                                                 | 2010          | 2009       |
|-------------------------------------------------|---------------|------------|
|                                                 | FTE           | FTE        |
| Management and administration                   | 4 5           | 4 0        |
| NOCN Accreditation                              | 14 0          | 14 0       |
| Access to HE Accreditation                      | 60            | 7 0        |
| Training and advice                             | 3 0           | 30_        |
|                                                 | 27 5          | 28 0       |
| Staff costs during the year were as follows     |               |            |
| •                                               | 2010          | 2009       |
|                                                 | £             | £          |
| Wages and salaries                              | 899,265       | 885,095    |
| Social security costs                           | 60,366        | 67,700     |
| Pension costs                                   | <u>95,441</u> | 92,452     |
|                                                 | _1,055,072_   | 1,045,247_ |
| The number of higher paid employees was         |               |            |
|                                                 | 2010          | 2009       |
| Taxable emoluments band                         | No            | No         |
| £60,000 - £70,000                               | 1             | Nil        |
| The number with retirement benefits accruing in |               |            |
| Defined Benefit Pension Scheme                  | 1             | Nil        |

#### 7 TRUSTEES' INFORMATION

None of the trustees received remuneration for their services during the year Two trustees received reimbursed travel expenses amounting to £74 during the year (2009 - £nil)

| 8 TANGIBLE FIXED  | D ASSETS  |              |             |           |
|-------------------|-----------|--------------|-------------|-----------|
|                   | Leasehold | Office       | Furniture & |           |
|                   | Property  | Equipment    | fittings    | Total     |
|                   | £         | £            | £           | £         |
| Cost or valuation |           |              |             |           |
| At 1 August 2009  | 1,325,916 | 35,528       | 25,172      | 1,386,616 |
| Additions         | -         | 2,492        | -           | 2,492     |
| Disposals         |           |              |             |           |
| At 31 July 2010   | 1,325,916 | 38,020       | 25,172      | 1,389,108 |
|                   |           |              |             |           |
| Depreciation      |           |              |             |           |
| At 1 August 2009  | 28,730    | 28,965       | 16,915      | 74,610    |
| Charge for the    |           |              |             |           |
| year              | 26,520    | 4,588        | 4,578       | 35,686    |
| impairment charge |           |              |             |           |
| (Note 5)          | 448,166   | <del>-</del> | -           | 448,166   |
| At 31 July 2010   | 503,416   | 33,553       | 21,493      | 558,462   |
|                   |           |              |             |           |
| Net book value    |           |              |             |           |
| At 31 July 2010   | 822,500   | 4,467        | 3,679       | 830,646   |
| Net book value    |           |              |             |           |
| At 31 July 2009   | 1,297,186 | 6,563        | 8,257       | 1,312,006 |

The leasehold property is the charity's offices, OCN House, Lower Warrengate, Wakefield The replacement cost of the property was estimated (on an insurance re-build basis) at £822,500 on 5 November 2010 by Malcolm Stuart LLP (Property Consultants) The market value of the property was estimated at £675,000 on 22 June 2010, by Malcolm Stuart LLP (Property Consultants)

# 9 DEBTORS

|                | 2010    | 2009    |
|----------------|---------|---------|
|                | £       | £       |
| Debtors        | 259,387 | 411,445 |
| Accrued income | 87,551  | 154,571 |
| Prepayments    | 10,511  | 11,788  |
|                | 357,449 | 577,804 |

## 10 CREDITORS - AMOUNTS FALLING DUE WITHIN ONE YEAR

|                                 | 2010    | 2009   |
|---------------------------------|---------|--------|
|                                 | £       | £      |
| Creditors and accruals          | 46,853  | 46,001 |
| Social security and other taxes | 24,457  | 22,765 |
| Income in advance               | 12,330_ | 8,894  |
|                                 | 83,640  | 77,660 |

#### 11 ANALYSIS OF NET ASSETS BETWEEN FUNDS

|                      | Tangible<br>fixed<br>assets | Net<br>current<br>assets | Total     |
|----------------------|-----------------------------|--------------------------|-----------|
|                      | τ<br>α22612                 | assets                   | £         |
| Unrestricted funds   | _                           | 2                        | 2         |
| General funds        | 830,646                     | 1,181,155                | 2,011,801 |
| Designated funds     | · -                         | -                        | -         |
| · ·                  | 830,646                     | 1,181,155                | 2,011,801 |
| Less Pension Reserve | -                           | (484,000)                | (484,000) |
| Total funds          | 830,646                     | 697,155                  | 1,527,801 |

#### 12 MOVEMENT IN FUNDS

| Transfer  | Balance<br>31 July<br>2010 |
|-----------|----------------------------|
| £         | £                          |
| -         | _                          |
|           |                            |
| 200,000   | 2,011,801                  |
|           |                            |
| (200,000) | -                          |
|           | (484,000)                  |
|           |                            |
| <u> </u>  | 1,527,801                  |
|           |                            |
| -         | 1,527,801                  |
|           | £<br>-<br>200,000          |

# Purposes of designated funds

Development Fund – the fund was set up by the trustees to support regional and national initiatives in business development. It was decided by the trustees in January 2010 that the fund was no longer required.

### 13 RELATED PARTIES

In addition to details of payments to trustees provided in Note 6 the following related party information is disclosed

The company has been awarded a licence to operate an accreditation service to educational organisations by the National Open College Network (NOCN), which is in itself subject to regulation by the Qualifications and Curriculum Authority (QCA) in England and ACCAC, CCEA in Wales and Northern Ireland During the year the company has paid total fees of £94,046 (2009 £88,651) to NOCN The licence is subject to annual inspection/compliance requirements. The company also charged NOCN £2,140 in the year (2009 £500) for work done for them. At the year-end there was an amount due to NOCN of £nil (2009 £57) and due from NOCN of £1,874 (2009 £nil)

#### 14 COMMITMENTS UNDER OPERATING LEASES

At 31 July 2010 the charity had annual commitments under non-cancellable operating leases as follows

|                                        | Land & Buildings |       | Other     |       |
|----------------------------------------|------------------|-------|-----------|-------|
|                                        | 2010             | 2009  | 2010<br>£ | 2009  |
| Expiry date Between one and five years | 1,999            | 7.571 | 4         | ~     |
| Over five years                        | 1,000            | .,0., | 1,957     | 7,473 |

#### 15 LIABILITY OF MEMBERS

Every member of the charity undertakes to contribute such amount as may be required (not exceeding £1) to the charity's assets if it should be wound up while he is a member or within one year after he ceases to be a member, for payment of the charity's debts and liabilities contracted before he ceases to be a member, and of the costs, charges and expenses of winding up, and for the adjustment of the rights of the contributories among themselves

#### 16 PENSION COSTS - DEFINED CONTRIBUTION PLANS

The Charity has defined contribution pension plans with Standard Life as an alternative option for staff—12% an employee's gross salary is contributed by the company in addition to the employee's contribution. Two employees took up this option in the year (2009—one). The cost to the charity for the year was £5,813 (2009—£2,080) and at the end of the year £nil (2009—£nil) was unpaid.

#### 17 PENSION RESERVE

The pension reserve of £484,000 at 31 July 2010 has arisen as a result of the charity complying with Financial Reporting Standard 17 – Retirement Benefits. It relates to the charity's defined benefit pension scheme with West Yorkshire Pension Fund and represents the shortfall of the total market value of the pension scheme assets to the present value of the pension scheme liabilities at 31 July 2010. See note 18

#### 18 PENSION COSTS - WEST YORKSHIRE PENSION FUND

The charity participates in the West Yorkshire Pension Fund (WYPF) WYPF is a multiemployer defined benefit scheme. The scheme is funded and is contracted out of the state scheme. All valuations are carried out by professionally qualified actuaries. The last full actuarial valuation of the scheme, as published, was carried out at 31 March 2007 and was updated by Hewitt Associates at 31 July 2010.

Contributions were paid at rates of 6 5% to 7 2% for employees through the year Employers' contributions were 16 6% up to March 2009, 19 2% in the year to March 2010 and 21 7% thereafter

The cost to the charity for the year in respect of the West Yorkshire Pension Fund was £27,603 (2009 £29985) and at the year-end £nil was unpaid (2009 £Nil)

18 PENSION COSTS - WEST YORKSHIRE PENSION FUND (CONTINUED)

## The amounts recognised in the balance sheet are as follows

|                                       | 2010      | 2009      |
|---------------------------------------|-----------|-----------|
|                                       | £         | £         |
| Present value of funded obligations   | 1,435,000 | 1,498,000 |
| Fair value of pension scheme assets   | (951,000) | (902,000) |
|                                       | 484,000   | 596,000   |
| Present value of unfunded obligations | -         | -         |
| Unrecognised past service cost        |           | -         |
| Deficit at end of year                | 484,000   | 596,000   |

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

|                                                                    | 2010         | 2009      |
|--------------------------------------------------------------------|--------------|-----------|
|                                                                    | £            | £         |
| Current service cost                                               | 36,000       | 44,000    |
| Past service cost                                                  | (159,000)    | -         |
| Interest on obligations                                            | 88,000       | 84,000    |
| Expected return on pension scheme assets                           | (59,000)     | (67,000)  |
| Adjustment to opening fair value of pension scheme assets          | <del>_</del> | <u></u>   |
| Total pension cost recognised in statement of financial activities | (94,000)     | 61,000    |
|                                                                    |              |           |
| Actual return on pension scheme assets                             | 128,000      | (43,000)_ |

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

|                                    | 2010      | 2009      |
|------------------------------------|-----------|-----------|
|                                    | £         | £         |
| Opening defined benefit obligation | 1,498,000 | 1,433,000 |
| Current service cost               | 36,000    | 44,000    |
| Interest on pension liabilities    | 88,000    | 84,000    |
| Member contributions               | 10,000    | 12,000    |
| Past service cost                  | (159,000) | -         |
| Actuarial losses on liabilities    | 79,000    | 2,000     |
| Benefits / transfers paid          | (117,000) | (77,000)  |
| Closing defined benefit obligation | 1,435,000 | 1,498,000 |

# Changes in the present value of the pension scheme assets are as follows

|                                                           | 2010       | 2009      |
|-----------------------------------------------------------|------------|-----------|
|                                                           | £          | £         |
| Opening fair value of pension scheme assets               | 902,000    | 980,000   |
| Adjustment to opening fair value of pension scheme assets | -          | -         |
| Expected return on pension scheme assets                  | 59,000     | 67,000    |
| Employer contributions                                    | 28,000     | 30,000    |
| Member contributions                                      | 10,000     | 12,000    |
| Actuarial gains/(losses) on assets                        | 69,000     | (110,000) |
| Benefits / transfers paid                                 | _(117,000) | (77,000)  |
| Closing fair value of pension scheme assets               | 951,000    | 902,000   |

#### 18 PENSION COSTS - WEST YORKSHIRE PENSION FUND (CONTINUED)

The employer's regular contributions to the fund in the year to 31 July 2011 are estimated to be £31,000. In addition "Strain on fund" contributions may be required

#### The major categories of pension scheme assets as a percentage of the total are

|                  | 2010  | 2009  |
|------------------|-------|-------|
| Equities         | 69 9% | 71 4% |
| Government bonds | 13 2% | 14 7% |
| Other bonds      | 3 9%  | 3 7%  |
| Property         | 3 9%  | 3 6%  |
| Cash / liquidity | 2 5%  | 5 0%  |
| Other            | 6 6%  | 1 6%  |

#### Principal actuarial assumptions at the balance sheet date were as follows

|                                                     | 2010  | 2009  |
|-----------------------------------------------------|-------|-------|
| Discount rate at 31 July                            | 5 4%  | 6 0%  |
| Future salary increases                             | 5 15% | 5 45% |
| Future pension increases                            | 2 7%  | 3 7%  |
| Rate of inflation - RPI                             | 3 4%  | 3 7%  |
| Expected return on pension scheme assets at 31 July | 7 4%  | 6 9%  |
| Rate of inflation - CPI                             | 2 7%  | N/A   |

OCNYHR employs a building block approach in determining the rate of return on fund assets Historical markets are studied and assets with higher volatility are assumed to generate higher returns consistent with widely accepted capital market principles. The assumed rate of return on each net asset class is set out within this note. The overall expected rate of return on assets is then derived by aggregating the expected return for each asset class over the actual asset allocation for the fund at 31 July 2010.

#### Amounts for the current and previous four periods are as follows

|                                              | 2010    | 2009   | 2008   | 2007   | 2006   |
|----------------------------------------------|---------|--------|--------|--------|--------|
|                                              | £000    | £000   | £000   | £000   | £000   |
| Defined benefit obligation                   | (1,435) | (1498) | (1433) | (1179) | (1041) |
| Pension scheme assets                        | 951     | 902    | 980    | 990    | 810    |
| (Deficit) / Surplus                          | (484)   | (596)  | (453)  | (189)  | (231)  |
| Experience adjustments on scheme liabilities |         | -      | (32)   | -      | (36)   |
| Experience adjustments on scheme assets      | 69      | (110)  | (119)  | 49     | 59     |

#### 19 PENSION COSTS - THE TEACHERS' PENSION SCHEME

The Teachers' Pension Scheme (TPS) is a statutory, contributory, final salary scheme. The regulations under which the TPS operates are the Teachers' Pensions Regulations 1997, as amended. However, as the Teachers' Pension Scheme is unable to identify the charity's share of the underlying assets and liabilities on a consistent or reasonable basis, in accordance with Statement of Recommended Practice issued in March 2005, the charity accounts for its contributions to the scheme as if it were a defined contribution scheme. There were on average through the year 14 members of staff in the scheme (2009–14) and contribution rates during the year were paid at a rate of 6.4% for employees and 14.1% for employers respectively

The cost to the charity for the year in respect of the Teachers' Pension Scheme was £62,025 (2009 £60,387) and at the end of the year £nil (2009 £nil) was unpaid