1 February 2016

RM plc
Preliminary Results for the period ending 30 November 2015

RM plc ("RM"), the leading educational IT and resources group, reports its results for the year ending 30 November 2015.

HIGHLIGHTS

Financial	**2015**	2014	Change
Revenue	**£178.2m**	£202.5m	-12.0%
RM Resources	**£63.5m**	£59.1m	+7.6%
RM Results	**£30.7m**	£27.8m	+10.4%
RM Education	**£80.2m**	£111.9m	-28.3%
Adjusted* operating profit	**£18.2m**	£18.5m	-1.8%
Adjusted* operating profit margins	**10.2%**	9.1%	+1.1pp
Adjusted* basic EPS	**16.2p**	16.4p	-1%
Basic EPS	**18.5p**	13.9p	+33%
Paid and proposed dividend per share	**5.00p**	4.00p	+25%

Operational

- Strong organic growth in RM Resources and RM Results
- RM Education stabilised with satisfactory margins
- Adjusted* operating margins continue to improve moving from 9.1% to 10.2%
- Cash remains strong at £48.3m
- Disposal of SpaceKraft, the small specialist manufacturing and distribution business
- Pension triennial valuation agreed with recovery plan reduced to 9 years

Commenting on the results, David Brooks, Chief Executive of RM, said:

"2015 was another good year of progress for the Group. Both RM Resources and RM Results grew organically and RM Education has been reshaped and is now on a stable platform for the future. The Group's profit margins reaching double digits is a positive milestone.

Market conditions in the UK Education sector will continue to be subdued as a result of increased pressure on school budgets. Our strategy continues to focus on retaining a leading market position for all three businesses whilst maintaining our stronger operating margins."

*** Adjusted operating profit is before the amortisation of acquisition related intangible assets; impairment of held for sale assets and related transition costs; the gain/(loss) on sale of operations; share-based payment charges; restructuring provision movements; changes in the provision for dilapidations and onerous lease contracts and exceptional credit on Defined Benefit Pension Scheme.**

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Chairman's Statement

2015 was a year of good progress for RM with two of the three divisions showing strong organic growth. The Group's overall operating profit margin reached double digits and cash generation was robust, leading to a healthy year-end cash position.

RM Resources produced a good performance with encouraging growth in TTS and a further increase in strong margins. Since the year end we have sold the small SpaceKraft operation.

RM Results also delivered good revenue and profit growth and secured a new e-marking contract with the UK's largest schools examination body, AQA.

RM Education revenues declined as anticipated while it continues to move away from IT hardware towards being a services and software business and as a result of the rundown of the government's building schools for future programme. We now believe we have established a stabilised platform for this business.

The Group has a strong balance sheet, with cash and short term deposits at the year-end of £48.3 million (2014: £47.9 million).

In December, agreement was reached with the Trustee of the RM defined benefit pension scheme with regards to the triennial valuation as at 31 May 2015, reducing the recovery period to 9 years.

The Board is recommending a final dividend of 3.80 pence per share which would constitute, at 5.00 pence per share in total, an increase of 25% over the prior year. This demonstrates our previously-stated intention to progress towards a more appropriate level of dividend cover.

While the UK Education market remains subdued, our strategy will be to continue to focus on retaining a leading market position for all three businesses whilst maintaining our stronger operating margins.

John Poulter
Chairman
1 February 2016

Extract from Strategic Report

RM's objective is to create shareholder value through the provision of education resources, IT software and IT services to the education sector.

Operating Review

The Group is structured in three operating divisions, each with its own managing director and management team. Some staff functions are provided centrally. Approximately 33% (2014: 28%) of Group headcount is based in India, providing support services and software development to the operating divisions.

RM Resources

The RM Resources Division consists of the operating business TTS. In December 2015 we divested our small special educational needs business, SpaceKraft, for £0.8m which is separately identified as Held for Sale as at 30 November 2015. This enables the RM Resources management team to focus on the much larger TTS operation and exit from manufacturing activities that were required as part of the SpaceKraft business model.

TTS provides education resources used in schools through a mainly direct marketing business model with goods supplied from large, centralised UK distribution centres. Products supplied are a mix of third party branded and TTS branded items manufactured by a network of third party suppliers.

The Division's strategy is to grow market share in the provision of resources to UK schools, early years and special educational needs markets via direct catalogue and online sales. TTS also supplies a subset of these products through UK and international distributors as well as directly to international schools.

Divisional revenue increased by 7.6% to £63.5 million (2014: £59.1 million), with UK market share gains and a 31.6% increase in international revenues. Divisional revenue increased by 12.2% in the first six months but only by 3.7% in the second half of the year as first half sales benefited from the curriculum changes that drove strong sales of new products.

Divisional adjusted operating margins remained consistent at 17.5% reflecting the benefits of continued growth and strong control over costs. Adjusted operating profit was £11.1 million (2014: £10.3 million).

TTS UK Direct Marketing
Revenue from TTS UK direct marketing increased by 4.0% to £48.3 million (2014: £46.4 million). The first half of the year was very strong, showing 11.9% year on year increase, with the last effects of the uplift supported by changes to the curriculum in English primary schools. However, in the second half revenue in this area decreased by 2.9% reflecting the tighter budgets within schools.

We continue to make significant investment in TTS' online channel. Online orders now make up 30% of direct marketing sales and a completely new e-commerce platform will be released this year.

We expect the UK education resources market to continue to be subdued as a result of increased pressure on the discretionary element of school budgets. Our focus will be on maintaining sector leading margins while looking to retain our strong market position.

TTS International
Revenue from international sales to overseas resellers and to international schools increased by 31.6% to £11.1 million (2014: £8.5 million). This was driven by growth in Europe and the Americas and included a large contract in the Middle East. We expect international revenues to continue to grow in the coming year.

TTS UK Distributors

Revenue from sales to UK trade partners decreased by 1.5% to £4.1 million (2014: £4.2 million), reflecting the tightness of budgets in the wider UK education resources marketplace.

RM Results

The RM Results business provides IT software and services to enable onscreen exam marking (e-marking), onscreen testing (e-testing) and the management and analysis of educational data. Its customers include government ministries, exam boards and professional awarding bodies in the UK and around the world.

The strategy is to primarily grow the e-assessment side of the business through expanding the scope of solutions to existing customers through the provision of leading software products and services and to win new customers in both the UK and overseas markets. Software and services are provided through a combination of proprietary and third party, in-house and outsourced arrangements. Internationally the business is expected to develop through partnerships and software licensing rather than as a service based activity.

Revenue increased by 10.4% to £30.7 million (2014: £27.8 million). Adjusted operating margins increased further to 18.1% (2014: 16.7%). Adjusted operating profit increased by 19.5% on the prior year to £5.6 million (2014: £4.6 million).

During the year the business was successful in securing a three year contract with the education charity, AQA, the largest UK schools exam awarding body, to provide e-marking services alongside the current provider.

Internationally, the business is pursuing opportunities for the onscreen marking of paper-based exams as well as onscreen testing, often bidding with partner organisations. In the UK, examination and curricula changes introduced by the English Department for Education have significantly changed the phasing of exams so that the vast majority are taken in the summer term, which has moved revenue phasing into the second half of the year. There is a long-term trend from paper-based to onscreen testing in the e-assessment market, though the adoption of such systems for school based examinations is low.

The educational data side of the business is heavily dependent on the Department for Education, principally through the National Pupil Database and RAISE Online contracts. These contracts include the capture and publishing of data for the school performance tables in England and both are up for retender in the next twelve months. However, we have successfully managed these contracts for over 10 years. We are in the process of exiting a number of other smaller data services, non-profit making contracts.

We are targeting the growth opportunities in e-assessment to more than outweigh reduced revenues in the educational data business, thereby allowing us to maintain good operating margins.

RM Education

RM Education is a UK focused business supplying IT software and services to schools and colleges.

The Division's strategy is to return to sustainable top line growth by developing the adoption of its portfolio of software products and services to existing and new UK school and college customers.

Market trends affecting the business include the demand from schools for solutions which are low-cost yet can cope with an increasingly diverse range of hardware and software. In addition, purchasing decisions in England have been increasingly devolved to schools and academy groups and away from central government and local authorities. This has required a change in the way the Division engages with its market and has resulted in an increased focus on the top c.2,000 customers.

As anticipated, the change of strategy away from selling hardware devices and a reduction in new school openings under the Building Schools for the Future (BSF) scheme led to overall revenue in RM Education declining by 28.3% to £80.2 million (2014: £111.9 million). However, adjusted operating profit margins remained stable at 6.8% (2014: 6.9%) Adjusted operating profit was £5.5 million (2014: £7.7 million).

Managed Services

The Managed Services offering is primarily the provision of full IT outsourcing services to schools and colleges. As anticipated, revenues in 2015 again declined with a reduction in new school openings under the BSF programme. Managed Services revenues decreased by 35.5% to £32.2 million (2014: £50.0 million). However, the retention rates of existing customers increased significantly during the year to over 80%. In addition, 44 new schools signed managed services contracts in the year.

A proportion of our managed service contracts are subject to long-term project accounting policies, in particular those relating to BSF. Consequently, as these contracts progress towards completion, profits continue to benefit from the effects of good operational performance and cost control.

Digital Platforms

These include established products such as RM Integris (RM's cloud-based school management system), RM Easimaths curriculum software and RM EasiTeach whole class teaching software as well as newer offerings including RM Unify. Digital Platforms revenues increased by 1.4% to £7.7 million (2014: £7.6 million).

Revenue from RM Integris increased following good market share gains including over 350 schools in Derbyshire. The strategy is to increase RM's market share by focussing on its cloud-based platform, competitive price point and investing to develop its relevance across primary, secondary and multi academy school customers in a market currently dominated by a large competitor and with low levels of switching between suppliers.

RM Unify is a technology platform to allow customers easy access to the varied digital, cloud-based, educational specific content and materials that are now available online. During the year the Scottish government chose to extend its contract (providing RM Unify to all schools in Scotland) by another two years to January 2018.

Going forward the priority areas of focus are on winning new RM Integris primary, secondary and multi academy school customers and on progressing the RM Unify proposition and profile through embedding and expanding system usage amongst existing customers.

Infrastructure
Infrastructure includes the tools, products and services to help schools manage their own IT. RM Education's internet business is also included as well as the provision of third party hardware that allows RM to meet all the ICT needs of its customers. Revenues decreased by 25.8% to £40.3 million (2014: £54.3 million) as we continue the transition from manufacturing our own PC client devices and associated warranties and installations and move to a more technology agnostic services and support provider.

On the support and network tools side the focus is on ensuring that existing customers renew their support contracts and are on the latest version of our software.

RM is an internet broadband and e-safety service provider to approximately 5,000 schools. RM designs and manages networks, procuring and integrating bandwidth and provides its own and third party e-safety products. This business is underpinned by one large regional consortium which accounts for a large share of its revenue. The contract runs until 2018 though volumes are variable. The priority in this area is on growing customer numbers and improving retention rates.

RM no longer manufactures computers. However, some customers do still want RM to provide all their ICT needs, including PC client devices. RM therefore sources third party hardware which is shipped directly to customer sites when required. This is a low margin activity but is seen to be supportive of the broader relationship with our customers which is a critical success factor in being an infrastructure partner of choice to schools.

RM India

As at 30 November 2015, RM's operation in Trivandrum accounted for 33% of Group headcount (2014: 28%).

The Indian operation provides services solely to RM Group companies. Activities include software development, customer and operational support and back office shared service support (e.g. customer order entry, IT, finance and HR) and administration.

Employees

Average Group headcount for the year was 1,860 (2014: 1,870) which is comprised of 1,645 (2014: 1,640) permanent and 215 (2014: 230) temporary or contract staff, of which 1,294 (2014: 1,360) were located in the UK and 566 (2014: 510) in India. At 30 November 2015 headcount was 1,899 (2014: 1,778).

The following table sets out a more detailed summary of the permanent staff employed as at 30 November 2015:

	Male	Female
Directors	2 (100%)	0 (0%)
Senior Managers (excluding Directors)	54 (81%)	13 (19%)
All employees	1,113 (66%)	583 (34%)

The Group is committed to offering equal employment opportunities and its policies are designed to attract, retain and motivate the best staff regardless of gender, sexual orientation, race, religion, age or disability. The Group gives proper consideration to applications for employment when these are received from disabled persons and will employ them in posts whenever suitable vacancies arise. Employees who become disabled are retained whenever possible through retraining, use of appropriate technology and making available suitable alternative employment.

The Group encourages the participation of all employees in the operation and development of the business and has a policy of regular communications. The Group incentivises employees and senior management through the payment of bonuses linked to performance objectives, together with the other components of remuneration detailed in the Remuneration Report.

The Group has a wide range of other written policies, designed to ensure that it operates in a legal and ethical manner. These include policies related to health and safety, 'whistle blowing', anti-bribery and corruption, business gifts, grievance, career planning, parental leave, systems and network security. All of RM's employment policies are published internally.

Group Financial Performance

Group revenue declined by 12.0% to £178.2 million (2014: £202.5 million) as anticipated.

To provide a better understanding of underlying business performance, amortisation charges relating to acquisition related intangible assets, share-based payment charges and other items of an exceptional nature have been disclosed in an adjustments column in the Income Statement to give 'Adjusted' results.

Adjusted operating profit margins increased again this year from 9.1% in 2014 to 10.2%. Despite the decline in revenue, adjusted operating profit decreased only marginally to £18.2 million (2014: £18.5 million). On a statutory basis, operating profit was £19.6 million (2014: £16.5 million) with adjustments principally benefiting from a release of a £2.4 million provision for dilapidations on leased properties and onerous lease contracts more than offsetting the share based payments charge of £0.9 million.

The Group generated an increased unadjusted statutory profit before tax of £19.2 million (2014: £15.8 million).

The total tax charge within the Income Statement for the year was £4.3 million (2014: £4.2 million). The Group's tax charge for the period, measured as a percentage of profit before tax, was 22% (2014: 26%). The decrease is principally due to the reduction in the UK corporate tax rate and an adjustment on finalisation of a prior year corporation tax return. Adjusted basic earnings per share were 16.2 pence (2014: 16.4 pence). Statutory basic earnings per share were 18.5 pence (2014: 13.9 pence) and statutory diluted earnings per share were 17.8 pence (2014: 13.0 pence).

RM generated cash from operations for the year of £10.9 million (2014: £19.1 million). Cash and short-term deposits increased to £48.3 million (2014: £47.9 million). The lowest cash and short-term deposit position during the year due to seasonal cash flows was £34.0 million (2014: £25.9 million).

Cash generated from operations is expected to continue to be less than operating profit in the year ahead, reflecting the reversal of a favourable working capital position related to long-term contracts.

Dividends

The total dividend paid and proposed for the year has been increased by 25% to 5.00 pence per share (2014: 4.00 pence). This comprises an already paid interim dividend of 1.20 pence per share and, subject to shareholder approval, a proposed final dividend of 3.80 pence per share. The estimated total cost of normal dividends paid and proposed for 2015 is £4.1 million (2014: £3.2 million). This increased dividend proposal reduces the dividend cover ratio from 4.1 to 3.2.

Defined Benefit Pension Scheme

At 30 November 2015 the IAS 19 scheme deficit (pre-tax) was £21.9 million (2014: £26.8 million). This reduction in Scheme deficit results from the reduction in liabilities due to beneficial membership experience over the three year valuation period ended May 2015, better than assumed returns on the Scheme assets and the shortfall contributions paid by the Company. These have been partially offset by the change in the mortality assumptions and a reduction in the inflation risk premium.

On 11 December 2015, agreement was reached with the Trustee of the RM defined benefit pension scheme ("Scheme") with regards to the triennial valuation as at 31 May 2015. The deficit was agreed at £41.8 million (31 May 2012: £53.5 million). The deficit recovery plan comprises an initial cash contribution of £4.0 million into the Scheme and £4.0 million into the escrow account previously established for the purposes of further risk mitigation exercises, together with deficit recovery payments remaining at £3.6 million per annum until 2024 (previously 2027). These funding plans will be assessed at future triennial reviews.

Going Concern

The Directors, having made appropriate enquiries, consider that the Company and the Group have adequate resources to continue in operational existence for the foreseeable future and that therefore it is appropriate to adopt the going concern basis in preparing the financial statements.

Financial Viability Statement

In accordance with the UK Corporate Governance code, in addition to an assessment of going concern, the Directors have also considered the prospects of the Company over a longer time period. The period of assessment chosen is three years, which is consistent with the time over which the Company's medium-term financial plans are prepared. These financial plans include Income Statements, Balance Sheets and Cash Flow Statements. They have been assessed by the Board in conjunction with the principal risks of the Company, which are documented within the Principal Risks and Uncertainties section below, along with their mitigating actions.

The Board considers that the principal risks which have the potential to threaten the Company's business models, future performance, solvency or liquidity over the three year period are:

1. Public policy risk – UK education policy priority changes or restrictions in government funding due to fiscal policy
2. Operational execution – including:
    a. RM Results operational performance over peak examination marking periods
    b. Significantly increased working capital requirements within the RM Education and RM Results long-term contract portfolios and requirements in evolving RM Education business models
    c. major adverse performance in a key contract or product which results in negative publicity and which damages the Group's brand
3. Business continuity – an event impacting the Group's major buildings, systems or infrastructure components. This would include a major incident at TTS' warehouse
4. Strategic risks – loss of a significant contract which underpins an element of a Division's activity
5. Defined Benefit Pension Scheme – funding of the Scheme deficit in adverse market conditions

Having assessed the above risks, singularly and in combination, and via sensitivity analysis, the Directors have a reasonable expectation that the Company will be able to continue in operation and meet its liabilities as they fall due over the three year period of assessment and are not aware of any reason that viability would be an issue for the foreseeable period after this.

Environmental Matters

The Group's impact on the environment, and its policy in relation to such matters, are noted in the Directors' Report.

Principal Risks and Uncertainties

The management of the business and the execution of the Group's strategy are subject to a number of risks. Risks are reviewed by the Audit Committee and Board. The Board confirms that it has carried out a robust assessment of the principal risks facing the Company and appropriate processes have been put in place to monitor and mitigate them, further details of which are given in the Corporate Governance Report. The key business risks for the Group are set out in the table below.

Risk	Description	Mitigation
Public policy	The majority of RM's business is funded from UK government sources. Changes in political administration, or changes in policy priorities, might result in a reduction in education spending. UK government funding in the education sector is constrained by fiscal policy. Global economic conditions might result in a reduction in budgets available for public spending generally and education spending specifically.	The Group seeks to understand the education policy environment by regular monitoring of policy positions and by building relationships with education policy makers. The Group's three Divisions have diverse revenue streams and product/service offerings. The Group's strategy is to focus on areas of education spend which are important to meet customers' objectives. Where an individual business' revenues are in decline, management seek to ensure that the cost base supporting these is adjusted accordingly.
Education practice	Education practices and priorities may change and, as a result, RM's products and services may no longer meet customer requirements.	The Group seeks to maintain knowledge of current education practice and priorities by maintaining close relationships with customers.
Operational execution	RM provides sophisticated products and services, which require a high level of technical expertise to develop and support, and on which its customers place a high level of reliance. RM is engaged in the delivery of large, multi-year education projects, typically involving the development and integration of complex ICT systems, and may have liability for failure to deliver on time.	The Group invests in maintaining a high level of technical expertise. Internal management control processes are in place to govern the delivery of projects, including regular reviews by relevant management. The operational and financial performance of projects, including future obligations, the expected costs of these and potential risks are regularly monitored by management.

Risk	Description	Mitigation
Data and business continuity	RM is engaged in storing and processing sensitive data, where accuracy, privacy and security are important. The Group would be significantly impacted if, as a result of a major incident, one of its major buildings, systems or infrastructure components could not function for a long period of time.	The Group's IS function has invested in developing its Data Centres, and has been successfully certified to ISO/IEC 27001:2005 for the provision of systems, information and hosting services. The Group has established a Security and Business Continuity Committee to oversee the security aspects of the Group's information systems. This covers data integrity and protection, defence against external threats (including cyber risks) and disaster recovery. The Group seeks to protect itself against the consequences of a major incident by implementing a series of back up and safety measures. The Group has property and business interruption insurance cover.
People	RM's business depends on highly skilled employees.	The Group seeks to be an attractive employer and regularly monitors the engagement of its employees. The Group has talent management and career planning programmes.
Innovation	The IT market is subject to rapid, and often unpredictable, change. As a result of inappropriate technology choices, the Group's products and services might become unattractive to its customer base. The Group's continued success depends on developing and/or sourcing a stream of innovative and effective products for the education market and marketing these effectively to customers.	The Group monitors technology and market developments and invests to keep its existing products, services and sales methods up-to-date as well as seeking out new opportunities and initiatives. The Group works with teachers and educators to understand opportunities and requirements.
Dependence on key contracts	The performance of the RM Education and RM Results Divisions are dependent on the winning and extension of long-term contracts with government, local authorities, examination boards and commercial customers.	The Group invests in maintaining a high level of technical expertise and on building effective working relationships with its customers. The Group has in place a range of customer satisfaction programmes, which include management processes designed to address the causes of customers' dissatisfaction.

Risk	Description	Mitigation
Pension	The Group operates a defined benefit pension scheme in the UK, which is in deficit. The scheme deficit can adversely impact the net assets position of the trading subsidiary RM Education Ltd.	The Scheme was closed to new entrants in 2003 and closed to future accrual of benefits in October 2012. A pension escrow account was established in 2014 to fund risk mitigation exercises. The first of these was completed in October 2014 with the purchase a pensioner buy-in from an insurance company and a flexible retirement option exercise is currently in progress. The Group evaluates risk mitigation proposals with the Scheme trustee.
Financial – liquidity	The Group is exposed to counterparty risk on liquid assets.	Limits are placed on the level of deposit with any one counterparty. Bank selection takes into account credit ratings.
Financial – capital	The Group's ability to pay dividends to shareholders depends on having sufficient distributable reserves in the holding company, RM plc. Additional losses incurred as a result of significant increases in the pension scheme deficit could further impair the ability of RM Education Ltd to pay dividends up to RM plc.	The Group monitors the level of distributable reserves in subsidiary companies and considers their ability to make dividend payments to the holding company.

David Brooks
Chief Executive Officer
1 February 2016

Directors' responsibilities statement

The responsibility statement below has been prepared in connection with the Company's full Annual Report and Accounts for the year ended 30 November 2015. Certain parts are not included within this announcement.

Each of the Directors, whose names and functions are listed at the front of the Annual Report, confirm that, to the best of their knowledge:

- the Group financial statements, which have been prepared in accordance with IFRSs, as adopted by the EU, give a true and fair view of the assets, liabilities, financial position and profit of the Group; and
- the information contained in the Strategic Report includes a fair review of the development and performance of the business and the position of the Group, together with a description of the principal risks and uncertainties that it faces.

The responsibility statement was approved by the Board of Directors on 1 February 2016 and is signed on its behalf by:

Greg Davidson
Company Secretary

CONSOLIDATED INCOME STATEMENT
for the year ended 30 November 2015

		Year ended 30 November 2015			Year ended 30 November 2014		
		Adjusted	**Adjustments**	**Total**	Adjusted	Adjustments	Total
	Note	**£000**	**£000**	**£000**	£000	£000	£000
Revenue	2	**178,228**	**-**	**178,228**	202,544	-	202,544
Cost of sales		**(109,316)**	**-**	**(109,316)**	(126,974)	-	(126,974)
Gross profit		**68,912**	**-**	**68,912**	75,570	-	75,570
Operating expenses		**(50,713)**	**-**	**(50,713)**	(57,044)	-	(57,044)
Amortisation of acquisition related intangible assets		**-**	**(303)**	**(303)**	-	(303)	(303)
Impairment of held for sale assets and related transition costs		**-**	**(323)**	**(323)**	-	-	-
Gain on sale of operations		**-**	**65**	**65**	-	429	429
Share-based payment charges		**-**	**(864)**	**(864)**	-	(932)	(932)
Release of/(increase in) provisions for dilapidations on leased properties and onerous lease contracts		**-**	**2,368**	**2,368**	-	(774)	(774)
Restructuring provision release/(charge)		**-**	**243**	**243**	-	(472)	(472)
Exceptional credit on Defined Benefit Pension Scheme		**-**	**206**	**206**	-	-	-
		(50,713)	**1,392**	**(49,321)**	(57,044)	(2,052)	(59,096)
Profit from operations		**18,199**	**1,392**	**19,591**	18,526	(2,052)	16,474
Investment income	3	**409**	**894**	**1,303**	476	-	476
Finance costs	4	**(1,510)**	**(149)**	**(1,659)**	(924)	(269)	(1,193)
Profit before tax		**17,098**	**2,137**	**19,235**	18,078	(2,321)	15,757
Tax	5	**(3,984)**	**(289)**	**(4,273)**	(4,359)	201	(4,158)
Profit for the year		**13,114**	**1,848**	**14,962**	13,719	(2,120)	11,599
Earnings per ordinary share	6						
- basic		**16.2p**	**2.3p**	**18.5p**	16.4p	(2.5)p	13.9p
- diluted		**15.6p**	**2.2p**	**17.8p**	15.4p	(2.4)p	13.0p
Paid and proposed dividends per share	7						
- interim				**1.20p**			0.96p
- final				**3.80p**			3.04p

Adjustments to results have been presented to give a better guide to business performance (see note 1).

All amounts were derived from continuing operations.

CONSOLIDATED STATEMENT OF COMPREHENSIVE INCOME
for the year ended 30 November 2015

	Note	**Year ended 30 November 2015 £000**	Year ended 30 November 2014 £000
Profit for the year		**14,962**	11,599
Items that will not be reclassified subsequently to profit or loss			
Defined Benefit Pension Scheme re-measurements		**2,402**	(21,892)
Tax on items that will not be reclassified subsequently to profit or loss	5	**(950)**	4,378
Items that are or may be reclassified subsequently to profit or loss			
Fair value (loss)/gain on hedged instruments		**(180)**	1,018
Exchange (loss)/gain on translation of overseas operations		**(80)**	81
Tax on items that are or may be reclassified subsequently to profit or loss	5	**(36)**	657
Other comprehensive income/(expense)		**1,156**	(15,758)
Total comprehensive income/(expense) for the year attributable to equity holders		**16,118**	(4,159)

CONSOLIDATED STATEMENT OF CHANGES IN EQUITY
for the year ended 30 November 2015

	Note	Share capital £000	Share premium £000	Own shares £000	Capital redemption reserve £000	Hedging reserve £000	Translation reserve £000	Retained earnings £000	Total £000
At 1 December 2013		1,870	26,997	(2,972)	94	(474)	(385)	3,895	29,025
Profit for the year		-	-	-	-	-	-	11,599	11,599
Other comprehensive income/(expense)		-	-	-	-	1,018	81	(16,857)	(15,758)
Total comprehensive income/(expense)		-	-	-	-	1,018	81	(5,258)	(4,159)
Transactions with owners of the Company									
Shares issued		19	21	(18)	-	-	-	-	22
Share-based payment awards exercised		-	-	40	-	-	-	(40)	-
Share-based payment fair value charges		-	-	-	-	-	-	932	932
Dividends paid	7	-	-	-	-	-	-	(17,706)	(17,706)
At 30 November 2014		1,889	27,018	(2,950)	94	544	(304)	(18,177)	8,114
Profit for the year		**-**	**-**	**-**	**-**	**-**	**-**	**14,962**	**14,962**
Other comprehensive (expense)/income		**-**	**-**	**-**	**-**	**(180)**	**(80)**	**1,416**	**1,156**
Total comprehensive (expense)/income		**-**	**-**	**-**	**-**	**(180)**	**(80)**	**16,378**	**16,118**
Transactions with owners of the Company									
Shares issued	13	**1**	**17**	**-**	**-**	**-**	**-**	**-**	**18**
Sale of shares held in staff share scheme		**-**	**-**	**-**	**-**	**-**	**-**	**55**	**55**
Share-based payment awards exercised		**-**	**-**	**2,910**	**-**	**-**	**-**	**(3,038)**	**(128)**
Purchase of own shares		**-**	**-**	**(2,470)**	**-**	**-**	**-**	**-**	**(2,470)**
Share-based payment fair value charges		**-**	**-**	**-**	**-**	**-**	**-**	**864**	**864**
Ordinary dividends paid	7	**-**	**-**	**-**	**-**	**-**	**-**	**(3,424)**	**(3,424)**
At 30 November 2015		**1,890**	**27,035**	**(2,510)**	**94**	**364**	**(384)**	**(7,342)**	**19,147**

CONSOLIDATED BALANCE SHEET

at 30 November 2015

	Note	**At 30 November 2015**	At 30 November 2014
		£000	£000
Non-current assets			
Goodwill		**14,067**	14,067
Acquisition related intangible assets		**8**	461
Other intangible assets		**562**	537
Property, plant and equipment		**7,059**	8,040
Other receivables	8	**1,168**	1,878
Deferred tax assets	5	**6,121**	8,147
		28,985	33,130
Current assets			
Inventories		**10,862**	10,604
Trade and other receivables	8	**25,592**	32,928
Tax assets		**-**	821
Cash and short-term deposits	9	**48,320**	47,893
Assets held for sale	10	**1,162**	-
		85,936	92,246
Total assets		**114,921**	125,376
Current liabilities			
Trade and other payables	11	**(64,974)**	(79,085)
Tax liabilities		**(2,787)**	(600)
Provisions	12	**(2,077)**	(3,660)
Liabilities directly associated with assets classified as held for sale	10	**(549)**	-
		(70,387)	(83,345)
Net current assets		**15,549**	8,901
Non-current liabilities			
Other payables	11	**(662)**	(1,657)
Provisions	12	**(2,864)**	(5,507)
Defined Benefit Pension Scheme obligation		**(21,861)**	(26,753)
		(25,387)	(33,917)
Total liabilities		**(95,774)**	(117,262)
Net assets		**19,147**	8,114
Equity attributable to shareholders			
Share capital	13	**1,890**	1,889
Share premium account		**27,035**	27,018
Own shares		**(2,510)**	(2,950)
Capital redemption reserve		**94**	94
Hedging reserve		**364**	544
Translation reserve		**(384)**	(304)
Retained earnings - (deficit)		**(7,342)**	(18,177)
Total equity		**19,147**	8,114

CONSOLIDATED CASH FLOW STATEMENT

for the year ended 30 November 2015

	Note	**Year ended 30 November 2015 £000**	Year ended 30 November 2014 £000
Profit before tax		**19,235**	15,757
Investment income		**(1,303)**	(476)
Finance costs		**1,659**	1,193
Profit from operations		**19,591**	16,474
Adjustments for:			
Impairment of acquisition related intangible assets		**150**	-
Amortisation of acquisition related intangible assets		**303**	303
Amortisation of other intangible assets		**297**	417
Depreciation and impairment of property, plant and equipment		**2,406**	3,415
Gain on sale of operations		**(65)**	(429)
Loss on disposal of other intangible assets		**-**	73
Gain on disposal of property, plant and equipment		**(95)**	(398)
Loss/(gain) on foreign exchange derivatives		**133**	(83)
Share-based payment charge		**864**	932
(Decrease)/increase in provisions		**(716)**	1,339
Defined Benefit Pension Scheme administration cost		**530**	475
Operating cash flows before movements in working capital		**23,398**	22,518
Increase in inventories		**(707)**	(55)
Decrease in receivables		**6,102**	2,792
Decrease in trade and other payables		**(14,369)**	(708)
Utilisation of onerous lease and dilapidations provisions	12	**(2,186)**	(836)
Utilisation of employee-related restructuring provisions	12	**(1,166)**	(4,348)
Utilisation of other provisions	12	**(132)**	(289)
Cash generated from operations		**10,940**	19,074
Defined benefit pension scheme cash contributions (2014: including £8m escrow payment)		**(3,984)**	(11,821)
Tax paid		**(171)**	(2,527)
Borrowing facilities arrangement and commitment fees		**(447)**	(353)
Income on sale of finance lease debt		**45**	55
Net cash inflow from operating activities		**6,383**	4,428
Investing activities			
Interest received		**364**	403
Repayment of loans by third parties		**18**	33
Proceeds from sale of other receivables		**1,586**	-
Proceeds on disposal of property, plant and equipment		**165**	661
Purchases of property, plant and equipment		**(1,576)**	(2,597)
Purchases of other intangible assets		**(322)**	(1)
Net cash generated by/(used in) investing activities		**235**	(1,501)
Financing activities			
Ordinary and Special dividends paid	7	**(3,424)**	(17,706)
Repayment of capital obligations under vehicle finance leases		**(244)**	(530)
Proceeds of share capital issue, net of share issue costs		**18**	22
Proceeds from sale of shares held in Staff Share Scheme		**55**	-
Purchase of own shares		**(2,470)**	-
Satisfaction of share-based payment awards		**(128)**	-
Net cash used in financing activities		**(6,193)**	(18,214)
Net increase/(decrease) in cash and cash equivalents		**425**	(15,287)
Cash and cash equivalents at the beginning of the year		**41,893**	57,169
Effect of foreign exchange rate changes		**2**	11
Cash and cash equivalents at the end of the year	9	**42,320**	41,893

1. Preliminary announcement

The preliminary results for the year ended 30 November 2015 have been prepared in accordance with those International Accounting Standards (IAS) and International Financial Reporting Standards (IFRS) issued by the International Accounting Standards Board (IASB) and adopted for use in the EU and therefore comply with Article 4 of the EU IAS Regulation applied in accordance with the provisions of the Companies Act 2006. However, this announcement does not contain sufficient information to comply with IFRS. The Group expects to publish a full Strategic Report, Directors' Report and financial statements which will be delivered before the Company's annual general meeting on 23 March 2016. The full Strategic Report and Directors' Report and financial statements will be published on the Group's website at www.rmplc.com.

The financial information set out in this preliminary announcement does not constitute the Group's statutory accounts for the year ended 30 November 2015. Statutory accounts for 2014 have been delivered to the Registrar of Companies and those for 2015 will be delivered following the Company's annual general meeting. The auditor's reports on both the 2015 and 2014 accounts were unqualified, did not draw attention to any matters by way of emphasis without qualifying their report and did not contain statements under s498(2) or (3) of the Companies Act 2006 or equivalent preceding legislation. This Preliminary announcement was approved by the Board of Directors on 1 February 2016.

Consolidated Income Statement presentation

The Income Statement is presented in three columns. This presentation is intended to give a better guide to business performance by separately identifying the following adjustments to profit which are considered exceptional in nature or with potential significant variability year-on-year in non-cash items which might mask underlying trading performance: the amortisation of acquisition related intangible assets; impairment of held for sale assets and related transition costs; the gain/(loss) on sale of operations; share-based payment charges; restructuring provision movements, changes in the provision for dilapidations and onerous lease contracts and exceptional credit on Defined Benefit Pension Scheme. The columns extend down the Income Statement to allow the tax and earnings per share impacts of these transactions to be disclosed. Equivalent adjustments to profit arising in future years, including increases in or reversals of items recorded, will be disclosed in a consistent manner.

Adjustments to profit

During the year ended 30 November 2015 adjustments to profit include:

- In March 2015 the Group's interests in Newham Learning Partnership (PSP) Ltd were sold for a total cash consideration of £1.6m; and a profit of £0.9m was recorded as an adjustment to investment income.
- In May 2015 the Group's 135 Milton Park leased premises were sub-let to South Oxfordshire District Council for a minimum period of 3 years. The premises are onerous to the Group's requirements, as they were at 30 November 2014, and on sub-letting £2.4m has been released from the onerous lease provision in the year.

At the balance sheet date, the Group's 100% investment in SpaceKraft Ltd was identified for disposal and was subsequently disposed in December 2015. Assets and liabilities relating to SpaceKraft Ltd have been transferred to held for sale at the balance sheet date. An impairment of £233,000 has been recognised in acquisition related intangible assets and property, plant and equipment and charged to the income statement in addition to related transition costs.

Basis of preparation

The financial statements have been prepared on the historical cost basis except for certain financial instruments, share-based payments and pension assets and liabilities which are measured at fair value. The preparation of financial statements, in conformity with generally accepted accounting principles, requires the use of estimates and assumptions that affect the reported amounts of assets and liabilities and disclosure of contingent assets and liabilities at the date of the financial statements and the reported amounts of revenues and expenses during the reporting period. Although these estimates are based on the Directors' best knowledge of current events and actions, actual results ultimately may differ from those estimates.

Significant accounting policies

The accounting policies used for the preparation of this announcement have been applied consistently.

2. Operating segments

The Group's business is supplying products, services and solutions to the UK and international education markets.
The Group is structured into three operating divisions: RM Resources, RM Results and RM Education.
A full description of each division, together with comments on its performance and outlook, is given in the Strategic Report.
This Segmental analysis shows the results and assets of these divisions. Revenue is that earned by the Group from third parties.
Exited businesses in both years include the results and assets of operations held for sale at 30 November 2015 and other exited businesses.

Year ended 30 November 2015	**RM Resources £000**	**RM Results £000**	**RM Education £000**	**Corporate Services £000**	**Exited Businesses £000**	**Total £000**
Revenue						
UK	**52,391**	**26,508**	**79,285**	**-**	**3,279**	**161,463**
Europe	**4,062**	**3,039**	**423**	**-**	**165**	**7,689**
North America	**932**	**-**	**272**	**-**	**64**	**1,268**
Asia	**678**	**109**	**171**	**-**	**22**	**980**
Middle East	**4,555**	**-**	**7**	**-**	**18**	**4,580**
Rest of the world	**925**	**1,069**	**85**	**-**	**169**	**2,248**
	63,543	**30,725**	**80,243**	**-**	**3,717**	**178,228**
Adjusted profit from operations	**11,107**	**5,554**	**5,494**	**(4,140)**	**184**	**18,199**
Investment income						**409**
Adjusted finance costs						**(1,510)**
Adjusted profit before tax						**17,098**
Adjustments (see note 1)						**2,137**
Profit before tax						**19,235**

Year ended 30 November 2014	RM Resources £000	RM Results £000	RM Education £000	Corporate Services £000	Exited Businesses £000	Total £000
Revenue						
UK	50,601	27,136	110,712	-	3,302	191,751
Europe	3,885	37	315	-	167	4,404
North America	943	-	206	-	51	1,200
Asia	2,977	119	-	-	3	3,099
Rest of the world	653	535	680	-	222	2,090
	59,059	27,827	111,913	-	3,745	202,544
Adjusted profit before tax	10,314	4,648	7,700	(4,152)	16	18,526
Investment income						476
Adjusted finance costs						(924)
Adjusted profit before tax						18,078
Adjustments (see note 1)						(2,321)
Profit before tax						15,757

Segmental assets	**RM Resources £000**	**RM Results £000**	**RM Education £000**	**Corporate Services £000**	**Exited Businesses £000**	**Total £000**
At 30 November 2015						
Segmental	**32,962**	**7,732**	**16,539**	**700**	**1,162**	**59,095**
Other						**55,826**
Total assets						**114,921**

	RM Resources £000	RM Results £000	RM Education £000	Corporate Services £000	Exited Businesses £000	Total £000
At 30 November 2014						
Segmental	32,734	6,636	27,334	353	1,236	68,293
Other						57,083
Total assets						125,376

3. Investment income

	Year ended 30 November 2015	Year ended 30 November 2014
	£000	£000
Bank interest	**224**	242
Income on sale of finance lease debt	**45**	55
Income from sale of other receivables (see note 1)	**894**	-
Other finance income	**140**	179
	1,303	476

4. Finance costs

	Note	Year ended 30 November 2015	Year ended 30 November 2014
	Note	**£000**	£000
Borrowing facilities arrangement fees and commitment fees		**467**	467
Finance lease interest		**5**	21
Net finance costs on defined benefit pension scheme		**964**	379
Unwind of discount on long term contract provisions		**74**	57
Unwind of discount on onerous lease and dilapidations provisions	12	**149**	269
		1,659	1,193

5. Tax

a) Analysis of tax charge in the Consolidated Income Statement

	Year ended 30 November 2015	Year ended 30 November 2014
	£000	£000
Current taxation		
UK corporation tax	**3,684**	3,117
Adjustment in respect of prior years	**297**	627
Overseas tax	**278**	437
Total current tax charge	**4,259**	4,181
Deferred taxation		
Temporary differences	**259**	34
Adjustment in respect of prior years	**(213)**	(57)
Overseas tax	**(32)**	-
Total deferred tax charge/(credit)	**14**	(23)
Total Consolidated Income Statement tax charge	**4,273**	4,158

b) Analysis of tax charge/(credit) in the Consolidated Statement of Comprehensive Income

	Year ended 30 November 2015	Year ended 30 November 2014
	£000	£000
UK corporation tax		
Defined benefit pension scheme	**(469)**	(1,533)
Share based payments	**(504)**	-
Deferred tax		
Defined benefit pension scheme movements	**949**	(2,185)
Defined benefit pension scheme escrow	**-**	(660)
Share based payments	**540**	(657)
Deferred tax relating to the change in rate*	**470**	-
Total Consolidated Statement of Comprehensive Income tax charge/(credit)	**986**	(5,035)

* Relates entirely to the defined benefit pension scheme.

c) Reconciliation of Consolidated Income Statement tax charge

The tax charge in the Consolidated Income Statement reconciles to the effective rate applied by the Group as follows:

	Year ended 30 November 2015			Year ended 30 November 2014		
	Adjusted	**Adjustments**	**Total**	Adjusted	Adjustments	Total
	£000	**£000**	**£000**	£000	£000	£000
Profit on ordinary activities before tax	**17,098**	**2,137**	**19,235**	18,078	(2,321)	15,757
Tax at 20.33% (2014: 21.67%) thereon	**3,476**	**434**	**3,910**	3,918	(503)	3,415
Effects of:						
- change in tax rate on carried forward deferred tax assets	**123**	**-**	**123**	-	-	-
- other expenses not deductible for tax purposes	**50**	**-**	**50**	104	-	104
- temporary timing differences unrecognised for deferred tax	**-**	**-**	**-**	4	-	4
- other temporary timing differences	**(7)**	**1**	**(6)**	-	28	28
- R&D tax credit	**4**	**-**	**4**	(77)	-	(77)
- impairments	**12**	**36**	**48**	-	-	-
- overseas tax	**246**	**-**	**246**	207	-	207
- gain on sale of operations	**-**	**(182)**	**(182)**	-	(93)	(93)
- prior period adjustments	**80**	**-**	**80**	203	367	570
Tax charge in the Consolidated Income Statement	**3,984**	**289**	**4,273**	4,359	(201)	4,158

d) Deferred tax

The Group has recognised deferred tax assets as these are anticipated to be recoverable against profits in future periods. The major deferred tax assets and liabilities recognised by the Group and movements thereon are as follows:

	Accelerated tax depreciation	**Defined benefit pension scheme obligation**	**Share-based payments**	**Short-term timing differences**	**Acquisition related intangible assets**	**Total**
	£000	**£000**	**£000**	**£000**	**£000**	**£000**
At 1 December 2013	988	3,166	181	440	(153)	4,622
Credit/(charge) to income	(201)	-	178	(15)	61	23
Credit to equity	-	2,185	657	660	-	3,502
At 30 November 2014	787	5,351	1,016	1,085	(92)	8,147
Credit/(charge) to income	**-**	**-**	**(53)**	**(52)**	**91**	**(14)**
Charge to equity	**-**	**(1,419)**	**(540)**	**-**	**-**	**(1,959)**
Transfer to assets held for sale	**(53)**	**-**	**-**	**-**	**-**	**(53)**
At 30 November 2015	**734**	**3,932**	**423**	**1,033**	**(1)**	**6,121**

Certain deferred tax assets and liabilities have been offset above.

6. Earnings per ordinary share

	Year ended 30 November 2015			Year ended 30 November 2014		
	Profit for the year £000	**Weighted average number of shares '000**	**Pence per share**	Profit for the year £000	Weighted average number of shares '000	Pence per share
Basic earnings per ordinary share						
Basic earnings	**14,962**	**80,954**	**18.5**	11,599	83,702	13.9
Adjustments (see note 1)	**(1,848)**	**-**	**(2.3)**	2,120	-	2.5
Adjusted basic earnings	**13,114**	**80,954**	**16.2**	13,719	83,702	16.4
Diluted earnings per ordinary share						
Basic earnings	**14,962**	**80,954**	**18.5**	11,599	83,702	13.9
Effect of dilutive potential ordinary shares: share based payment awards	**-**	**3,080**	**(0.7)**	-	5,346	(0.9)
Diluted earnings	**14,962**	**84,034**	**17.8**	11,599	89,048	13.0
Adjustments (see note 1)	**(1,848)**	**-**	**(2.2)**	2,120	-	2.4
Adjusted diluted earnings	**13,114**	**84,034**	**15.6**	13,719	89,048	15.4

The weighted average number of shares for the year ended 30 November 2015 has been calculated based upon the weighted average of the number of ordinary shares of $2^{2}/_{7}$p each.

7. Dividends

Amounts recognised as distributions to equity holders were:

	Year ended 30 November 2015 £000	Year ended 30 November 2014 £000
Final dividend for the year ended 30 November 2014 - 3.04p per share (2013: 2.46p)	**2,451**	2,257
Special dividend for the year ended 30 November 2013 - 16.00p per share	**-**	14,678
Interim dividend for the year ended 30 November 2015 - 1.20p per share (2014: 0.96p)	**973**	771
	3,424	17,706

The proposed final dividend of 3.80p per share for the year ended 30 November 2015 was approved by the Board on 1 February 2016. The dividend is subject to approval by Shareholders at the annual general meeting. The anticipated cost of this dividend is £3,079,000 which is not included as a liability at 30 November 2015.

8. Trade and other receivables

	2015	2014
	£000	£000
Current		
Financial assets		
Trade receivables	**17,303**	24,830
Long-term contract balances	**138**	154
Other receivables	**1,048**	743
Derivative financial instruments	**138**	565
Accrued income	**1,489**	1,571
	20,116	27,863
Non-financial assets		
Prepayments	**5,476**	5,065
	25,592	32,928
Non-current		
Financial assets		
Other receivables	**1,168**	1,878
	26,760	34,806

Currency profile of receivables		
Sterling	**26,303**	34,387
US Dollar	**150**	163
Euro	**44**	-
Indian Rupee	**263**	256
	26,760	34,806

9. Cash and short-term deposits

	2015	2014
	£000	£000
Cash and cash equivalents	**42,320**	41,893
Short-term deposits	**6,000**	6,000
	48,320	47,893

The short-term deposits are for a maximum period of 6 months at interest rates of 0.80-0.85%.

10. Held for sale operations

At the balance sheet date, the Group's 100% investment in SpaceKraft Limited was identified for disposal by the Board and was being actively marketed for sale but had not been disposed. This has been determined not to meet the IFRS 5 Non-current Assets Held for Sale and Discontinued Operations definition of discontinued operations but has been recorded as held for sale and presented separately in the balance sheet. In December 2015, the entire share capital of SpaceKraft Limited was disposed. The proceeds on disposal were lower than the combined book value of the net assets of the company and of the Group relating specifically to the company. Accordingly, an impairment of £233,000 has been recognised in acquisition related intangible assets and property, plant and equipment. The corresponding deferred tax liability on the acquisition related intangible assets has also been released.

The major classes of assets and liabilities comprising the operations classified as held for sale at 30 November 2015 are as follows:

	Net assets of entity before impairment on classification to held for sale	Net assets arising on consolidation	Impairment on classification to held for sale	Net assets held for sale
	£000	£000	£000	£000
Acquisition related intangible assets	-	150	(150)	**-**
Property, plant and equipment	155	-	(83)	**72**
Deferred tax assets	53	-	-	**53**
Inventories	454	-	-	**454**
Trade and other receivables	583	-	-	**583**
Total assets held for sale	**1,245**	**150**	**(233)**	**1,162**
Trade and other payables	(437)	-	-	**(437)**
Provisions	(112)	-	-	**(112)**
Deferred tax liabilities	-	(30)	30	**-**
Total liabilities directly associated with assets held for sale	**(549)**	**(30)**	**30**	**(549)**
Net assets held for sale	**696**	**120**	**(203)**	**613**

The total pre-tax charge in the income statement relating to the assets held for sale is £323,000, comprising an impairment charge of £233,000 as detailed above and related transition costs.

11. Trade and other payables

	2015	2014
	£000	£000
Current liabilities		
Financial liabilities		
Trade payables	**11,518**	12,793
Other taxation and social security	**4,010**	4,673
Other payables	**761**	2,066
Accruals	**12,525**	14,041
Obligations under finance leases	**40**	230
Derivative financial instruments	**5**	3
Long-term contract balances	**25,509**	31,320
	54,368	65,126
Non-financial liabilities		
Deferred income	**10,606**	13,959
	64,974	79,085
Non-current liabilities		
Financial liabilities		
Obligations under finance leases	**-**	49
Non-financial liabilities:		
Deferred income:		
- due after one year but within two years	**472**	1,077
- due after two years but within five years	**190**	531
	662	1,657
	65,636	80,742

12. Provisions

Group	Onerous lease and dilapidations £000	Employee-related restructuring £000	Other £000	Total £000
At 1 December 2013	7,885	4,241	1,330	13,456
Utilisation of provisions	(836)	(4,348)	(289)	(5,473)
Release of provisions	(524)	(366)	(431)	(1,321)
Increase in provisions	1,298	838	95	2,231
Effect of movements in exchange rates	2	-	3	5
Unwind of discount	269	-	-	269
At 30 November 2014	8,094	365	708	9,167
Increase in provisions	**-**	**1,070**	**1,025**	**2,095**
Utilisation of provisions	**(2,186)**	**(1,166)**	**(132)**	**(3,484)**
Release of provisions	**(2,368)**	**(85)**	**(423)**	**(2,876)**
Effect of movements in exchange rates	**-**	**-**	**2**	**2**
Transfer to held for sale liabilities	**(110)**	**-**	**(2)**	**(112)**
Unwind of discount	**149**	**-**	**-**	**149**
At 30 November 2015	**3,579**	**184**	**1,178**	**4,941**

Disclosure of provisions	**2015**	2014
	£000	£000
Current liabilities	**2,077**	3,660
Non-current liabilities	**2,864**	5,507
	4,941	9,167

Provisions for onerous leases and dilapidations have been recognised at the present value of the expected obligation at discount rates of 2.6% per annum reflecting a risk free discount rate, applicable to the liabilities. These discounts will unwind to their undiscounted value over the remaining lives of the leases via a finance cost within the Income Statement. At 30 November 2015, £1,829,000 (2014: £5,738,000) of the provision refers to onerous leases, and £1,750,000 (2014: £2,356,000) refers to dilapidations. The major release in the year relates to the successful sub-letting of one of the Group's properties.

The average remaining life of the leases at 30 November 2015 is 3.5 years (2014: 5.1 years).

Employee related restructuring provisions refer to costs arising from restructuring to meet the future needs of the Group and are all expected to be utilised during the following financial year.

Other provisions includes one-off items not covered by any other category. The major release of Group provisions during the year relates to the successful completion of certain legal activities and a re-assessment of provisions recognised as part of the exit of operations following the 2011 Strategic Review. The significant elements in the provision at 30 November 2015 and the increase in the year are related to regulatory initiatives.

13. Share capital

Allotted, called-up and fully paid:	Ordinary shares of 2p Number '000	Ordinary shares of 2p £000	Ordinary shares of $2^2/_7$p Number '000	Ordinary shares of $2^2/_7$p £000	Total £000
At 1 December 2013	93,515	1,870	-	-	1,870
Share consolidation	(93,515)	(1,870)	81,826	1,870	-
Issued in the year	-	-	814	19	19
At 30 November 2014	**-**	**-**	**82,640**	**1,889**	**1,889**
Issued in the year	-	-	**10**	**1**	**1**
At 30 November 2015	**-**	**-**	**82,650**	**1,890**	**1,890**

During the year 10,000 ordinary shares of $2^2/_7$p each were issued following the exercise of options under the RM plc 2004 Company Share Option Plan. The exercise price was £1.742 per option.

Ordinary shares issued carry no right to fixed income.