

INCORPORATED ROCHESTER DIOCESAN BOARD OF EDUCATION

England & Wales · Charity number 1031550

Details

Status Registered

Legal form Charitable company

Company number [00046014](#)

Registered 1994-01-14

Register [View on the Charity Commission register](#)

Contact

Address ROCHESTER DIOCESAN SOCIETY & BOARD
Of Finance
St. Nicholas Church
Boley Hill
Rochester
ME1 1SL

Phone 01634560019

Email education@rochester.anglican.org

Website rochester.anglican.org/education/index.html

Activities

Objects: 1) TO MAINTAIN AND EXTEND EDUCATION IN AND KNOWLEDGE OF THE CHRISTIAN RELIGION IN GENERAL AND IN PARTICULAR THE CHURCH OF ENGLAND AMONGST ALL SECTIONS OF THE COMMUNITY WITHIN THE DIOCESE OF ROCHESTER 2) TO CARRY OUT THE FUNCTIONS OF THE DIOCESAN BOARD OF EDUCATION FOR THE DIOCESE OF ROCHESTER UNDER THE PROVISIONS OF THE DIOCESAN BOARDS OF EDUCATION MEASURE 1991 AND ANY LEGISLATION AMENDING, SUPPLEMENTING OR REPLACING THE SAME.

Activities: To support and encourage the work of schools, churches and parishes across the Diocese of Rochester in Christian distinctiveness through excellent education of children and young people.

Classification

- **How:** Provides Human Resources
- **What:** Education/training
- **Who:** Children/young People

Geography

- **Area of benefit:** CHURCH OF ENGLAND DIOCESE OF ROCHESTER
- Bexley
- Bromley
- Kent
- Medway

Finances

Period end	Income	Expenditure	Assets	Employees
2024-12-31	£1,707,490	£1,902,188	£6,867,997	3
2023-12-31	£1,729,290	£1,859,018	£6,759,688	3
2022-12-31	£1,629,374	£1,304,787	£6,415,783	3
2021-12-31	£1,609,453	£1,713,065	£6,899,407	2
2020-12-31	£214,515	£290,124	-	-

Trustees

Name	Role	Appointed
Right Reverend Simon David Burton-Jones	Chair	2018-09-10
Cathryn Johnston		2025-01-01
Christine Bostock		2025-01-01
Claudet Hedman		2025-01-01
Jeremy James King		2009-01-01
John Willoughby		2026-01-01
Rev Belinda Santana Perpetua Beckhelling		2025-01-01
Rev John Forristall Caster		2019-01-01
Rev Julie Bowen		2022-01-01
Rev Melanie Jemmett		2025-01-01
Rev Nigel Bourne		2022-01-01
Rev Roger Bristow		2012-01-30

Linked charities

- THE DIOCESE OF ROCHESTER CONSOLIDATED EDUCATIONAL ENDOWMENTS (1031550-1)

Accounts

Registered Charity Number 1031550

Company Number 46014

INCORPORATED ROCHESTER DIOCESAN BOARD OF EDUCATION AND ITS SUBSIDIARY

ANNUAL REPORT AND FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2024



Registered Office
St. Nicholas' Church, Boley Hill, Rochester Kent ME1 1SL

INCORPORATED ROCHESTER DIOCESAN BOARD OF EDUCATION AND ITS SUBSIDIARY
ANNUAL REPORT
FOR THE YEAR ENDED 31 DECEMBER 2024

ADMINISTRATIVE DETAILS

TRUSTEES

No Trustee had any beneficial interest in the company during 2024. The following Trustees served during 2024 and since the year end:

The Rt. Rev. Dr. J. Gibbs	The Lord Bishop of Rochester
The Rt. Rev. S. Burton - Jones - Chair	Bishop's nominated representative
The Rev. N. Bourne	Co-option
The Rev. Dr. J. Bowen	Diocesan Synod elected - clergy
The Rev. R. Bristow	Diocesan Synod elected - clergy
Fr. J. Caster	Co-option
Mr. J. J. King	Diocesan Synod elected - lay
Mr. L. Kings	Co-option (Resigned 1 January 2025)
Mr. M. R. Lillie	Co-option (Resigned 1 January 2025)
Mrs. A. McGarrigle	Co-option (Resigned 1 January 2025)
Miss C. M. Bostock	Co-option (Appointed 1 January 2025)
Mrs C. A. Hedman	Co-option (Appointed 1 January 2025)
The Rev. B. S. P. Beckhelling	Co-option (Appointed 1 January 2025)
Mrs S. E. Thompson	Co-option (Appointed 1 January 2025)
Mrs C. R. Johnston	Co-option (Appointed 1 January 2025)
The Rev M Jemmett	Co-option (Appointed 1 January 2025)
Cllr R. Evans	Co-option (Appointed 1 January 2025)

The 2024 Board Reconstitution composition and membership is detailed on page 8 Structure and Governance.

The charity is relying upon the guidance issued by the Charities Commission in relation to the induction and training of Trustees.

SENIOR STAFF AND ADVISERS

Director of Education	John Constanti
Deputy Director of Education	Gemma Hitch

Registered Office	Diocesan Office, St. Nicholas' Church, Boley Hill, Rochester Kent ME1 1SL
Principal Office	Diocesan Office, St. Nicholas' Church, Boley Hill, Rochester Kent ME1 1SL
Bankers	National Westminster Bank Plc, Chatham Branch, 148 High Street, Chatham Kent ME4 4DB
Auditors	Crowe U.K. LLP, Medway Bridge House, 1-8 Fairmeadow, Maidstone Kent ME14 1JP
Solicitors	Stone King LLP, Boundary House, 91 Charterhouse St., Barbican, London EC1M 6HR
Investment Advisers	CCLA Investment Management Ltd One Angel Lane, London EC4R 3AB and Sarasin & Partners LLP Juxon House, 100 St Paul's Churchyard, London EC4M 8BU
Insurers	Ecclesiastical Insurance Office plc, Beaufort House, Brunswick Road, Gloucester GL1 1JZ

INCORPORATED ROCHESTER DIOCESAN BOARD OF EDUCATION AND ITS SUBSIDIARY

ANNUAL REPORT

FOR THE YEAR ENDED 31 DECEMBER 2024

The Trustees, who are also Directors for the purposes of company law, present their annual report, together with the audited financial statements for the year ended 31 December 2024.

The Directors/Trustees are one and the same and in signing as Trustees they are also signing the Strategic Report sections in their capacity as Directors.

This combined report satisfies the legal requirements for:

- a Directors Report of a charitable company,
- a Trustees' Annual Report under the Charities Act 2011.

MISSION STATEMENT

To support and encourage the work of schools, churches and parishes across the Diocese of Rochester in Christian distinctiveness through excellent education of children and young people.

LEGAL OBJECTS

The Incorporated Rochester Diocesan Board of Education's objects are confirmed within the objects clause of its Memorandum and Articles of Association which are:

1. To maintain and extend education in and knowledge of the Christian religion in general and the faith and practice of the Church of England in particular to all sections of the community within the Diocese of Rochester.
2. To carry out the functions of the Diocesan Board of Education for the Diocese of Rochester under the provisions of the Diocesan Boards of Education Measure 2021 and any legislation amending, supplementing or replacing the same.

The Diocese of Rochester Consolidated Educational Endowments were created by a resolution of the Board passed on 9 November 1994 and are held on the terms of the Uniform Statutory Trusts under Schedule 36 of the Education Act 1996.

In addition Trust Funds are held on behalf of schools. Please refer to note 19 in the financial statements for details of the assets held in this capacity.

STRATEGIC AIMS

The Trustees and officers have continued to work towards achieving the 2022 - 2024 agreed triennial aims and objectives of the Board which can be summarised as follows.

1. To actively promote and support Christian Distinctiveness through developing high quality teaching and learning, leadership and effective governance of our Church schools.
2. To provide focussed support for school effectiveness in order that our Church schools are judged good or better or J1 in both the OFSTED and SIAMS inspection frameworks.
3. To improve the quality of teaching and learning of Religious Education in Church primary schools sharing best practice and offering professional development opportunities for all teaching staff in Church primary schools.
4. To develop effective strategic partnerships with Local Authorities, Teaching Schools Alliances, Multi Academy Trusts and other key stakeholders ensuring that every Church school is part of an informal, formal or structural collaboration which supports their Christian Distinctiveness, school effectiveness and sustainable future.
5. To ensure the good stewardship and effective deployment of the Board of Education's resources, to ensure its sustainable future and ability to deliver its triennial aims and key priorities.
6. To take opportunities for growth through the establishment of new Church schools and maintaining existing Church schools.

OBJECTIVES FOR THE YEAR

The Trustees and officers, of the Board, have continued to work towards achieving the agreed triennial aims and objectives of the Board, as outlined above.

INCORPORATED ROCHESTER DIOCESAN BOARD OF EDUCATION AND ITS SUBSIDIARY

ANNUAL REPORT

FOR THE YEAR ENDED 31 DECEMBER 2024

ACTIVITIES AND ACHIEVEMENTS IN THE YEAR

1. To actively promote and support Christian Distinctiveness through developing high quality teaching and learning, leadership and effective governance of our Church schools.
 - a. The skills audit template continues to be used during the Foundation governor appointment process to ensure that those appointed have the requisite skills and experience to serve.
 - b. Officers or our associate consultants are, wherever possible, involved throughout the appointment process for new Head Teachers liaising with Local Authority officers and governors to ensure the best candidates are appointed.
 - c. We consulted over our training programme and as a result have revised the support and courses offered. Bespoke training is also delivered to governing bodies and MATs, as requested.
 - d. Members of the education team, our Associates and School Improvement partners have supported our Church schools with Head Teacher appraisals, training, school advisory visits, leadership, scoping, IEB and Schools Causing Concern meetings. Support can also be commissioned to provide coaching for head teachers together with packages of mentoring / supervision support.
 - e. The education team regularly review those schools considered to be vulnerable and deploy various measures to support them.
2. To provide targeted challenge and focussed support for school effectiveness in order that our Church schools are judged good or better in both the OFSTED and SIAMS inspection frameworks.
 - a. Over the course of the year, training on the latest SIAMS framework has been delivered by the Deputy Director to support the implementation and improvement of Diocesan schools as Church schools.
3. To improve the quality of teaching and learning of Religious Education in Church primary schools and sharing best practice and offering professional development opportunities for all teaching staff in Church primary schools.
 - a. The Deputy Director of Education provided further support by undertaking SIAMS ready visits, new Head Teacher visits, bespoke training for RE subject leaders and has provided various training courses.

INCORPORATED ROCHESTER DIOCESAN BOARD OF EDUCATION AND ITS SUBSIDIARY

ANNUAL REPORT

FOR THE YEAR ENDED 31 DECEMBER 2024

ACTIVITIES AND ACHIEVEMENTS IN THE YEAR (CONTINUED)

4. To develop effective strategic partnerships with Local Authorities, Teaching Schools Alliance, Multi Academy Trusts (MATs) and other key stakeholders ensuring that every Church school is part of an informal, formal or structural collaboration which supports their Christian Distinctiveness, school effectiveness and sustainable future.
- a. The Director of Education continued to work closely with schools and Multi Academy Trusts (MATs) in relation to their conversion and growth.
- b. The Director of Education continued to assist in developing the national Church educational policy.
- c. The Director and Deputy Director of Education liaises regularly with local authorities about the performance of schools.

The following tables provide details of the status of our Church schools and our Church Multi Academy Trusts (MATs) membership.

Table 1 - Church of England schools by status and sector in Diocese of Rochester

School Status	Number of Primary Schools	Number of Secondary Schools
Voluntary Aided (VA)	17	1
Voluntary Controlled (VC)	28	0
Academies & Free Schools	45	5

Table 2 - Church Multi-Academy Trusts in the Diocese of Rochester

Name of MAT	Local Authority Area	Number of academies
Aletheia Anglican Academies Trust	Kent	12
Amadeus Primary Academies Trust	Bexley	6
Aquinas Church of England Education Trust	Bromley	11
Inspire Academy Movement Trust	Kent	4
Medway Anglican School Trust	Medway	4
Pilgrim Academy Trust	Medway	4
Tenax Trust	Kent/Sussex	8
Trinitas Academy Trust	Bexley	7

5. To ensure the good stewardship and effective deployment of the Board of Education's resources, to ensure its sustainable future and ability to deliver its triennial aims and key priorities.
- a. For several different reasons financial markets were steady during 2024 and the Finance and Resources Committee reviewed and monitored, on a quarterly basis, investment yields and growth.
- b. The main points associated with the Board of Education's finances in 2024 can be summarised as follows:
 - i. The operational deficit increased from £129,728 in 2023 to a deficit of £194,698 in 2024.
 - ii. Investment income increased from £187,804 in 2023 to £191,876 in 2024.
 - iii. Unrealised gain on investments of £473,484 in 2023 compared to a £303,007 unrealised gain in 2024.
 - iv. The Board of Education's Endowment funds balance increased from £6,079,044 in 2023 to £6,209,424 in 2024.
6. In May 2019, the trustees approved to adopt the Total Return approach to investments which enables funds to be available to meet any future deficits of expenditure exceeding income without breaching the requirements of the restricted funds.
7. To take opportunities for growth through the establishment of new Church schools and maintaining existing Church schools.
- b. The project delivery of the new Secondary School in Ebbsfleet garden city (Alkerden) with the Aletheia Anglican Academies Trust progresses.

FUTURE PLANS

The Trustees and officers, of the Board, will continue to work towards achieving the agreed strategic aims of the Board, for the triennium, as previously outlined on page 2.

INCORPORATED ROCHESTER DIOCESAN BOARD OF EDUCATION AND ITS SUBSIDIARY

ANNUAL REPORT

FOR THE YEAR ENDED 31 DECEMBER 2024

FINANCIAL REVIEW

1. Financial Performance

A number of global challenges impacted on operations and finances during the year and the key elements are highlighted below.

A comparison of the income received for 2023 and 2024 can be summarised as follows:

- a. The subsidiary trading company surplus increased by £903 from a surplus of £50,538 in 2023 to a surplus of £51,441 in 2024.
- b. Investment income increased by £4,072 from £187,804 in 2023 to £191,876 in 2024.
- c. Unrealised gain on investments of £473,484 in 2023 compared to a £303,007 unrealised gain in 2024.

A comparison of expenditure incurred for 2023 and 2024 can be summarised as follows:

- a. Overall expenditure for schools' work increased by £21,233 from £380,135 in 2023 to £401,368 in 2024.
- b. The schools' work expenditure from the Restricted Income fund increased by £35,124 from £320,271 in 2023 to £355,395 in 2024.
- c. Revenue grant expenditure decreased by £2,124 from £1,780 in 2023 to (£344) in 2024.
- d. Governance costs increased by £702 from £7,020 in 2023 to £7,722 in 2024.

There was a transfer of unapplied total return of £340,538 from Capital funds to the Revenue funds.

The various income and expenditure movements for the year had the following impact on reserves:

- a. The Corporate Funds reserve remained unchanged at zero.
- b. The School Improvements Funds reserve increased by £82,323 from £344,981 in 2023 to £427,304 in 2024.
- c. The Restricted Income Fund reserve decreased by £104,394 from £335,663 in 2023 to a surplus balance of £231,269 in 2024.
- d. The Endowment Funds reserve increased by £130,380 from £6,079,044 in 2023 to £6,209,424 in 2024.

The Trustees were able to prepare a balanced budget for 2025 and estimate an overall surplus of some £67,745 in 2025.

The Trustees through the Finance and Resources Committee will continue to explore further options in order to increase income and decrease expenditure.

2. Reserves Policy

Reserves are an inherent part of the risk management process. The need for reserves will vary depending on our financial position and forecasts and our assessment of the risks we face at a particular time.

The Trustees have reviewed and approved the 2024 reserves policy which takes account of the predominant risks, challenges and the working capital requirements in both the short and medium term.

It is the Trustees' policy to, wherever possible, meet expenditure by generating income from the restricted funds, the trading subsidiary and from any DBF grant receipts.

The policy previously agreed was to use unrestricted funds before any other funds until those unrestricted reserves reach a nil balance.

The Trustees are aware that income annually excluding unrealised investment gains is presently insufficient to meet the expenditure annually necessary to meet the Trustees' approved activities. Unless and until the two are balanced, the Trustees recognise that they will need to use investment gains less losses each year as calculated on the Total Return fund basis and then, if necessary, utilise any unrestricted reserves and then the Unapplied Total Return Fund to cover any remaining deficit which arises.

Accordingly, they will, if necessary, agree annually an amount to be transferred from the Unapplied Total Return Fund to cover that year's deficit if any. Investment gains over and above any needed to cover a deficit for the year in question will be added to this Fund annually and a sum representing inflation on the capital funds of the Board in accordance with CPI rates will be transferred from this Fund to the Trust for Investment capital reserve.

The Diocesan Board of Education also holds restricted reserves which have generally been historically accumulated from the sale of redundant school properties. These restricted reserves can only be used towards the cost of Church of England schools (buildings, resources and advice).

Unrestricted and restricted reserves are largely invested in diversified investment funds which historically rise in value over the long term. The value is monitored regularly by the Board's Finance and Resources Committee, and Trustees have delegated to that Committee the timing and level of sales of investments in order to meet such annual deficit as calculated before unrealised investment gains/losses.

As at 31 December 2024 the total consolidated funds totalled £6,867,997 (2023: £6,759,688) of which £6,440,693 (2023: £6,414,707) were restricted and £427,304 (2023: £344,981) was unrestricted, which was the charity's free reserve. There is also an unapplied total return reserve of £1,713,923.

INCORPORATED ROCHESTER DIOCESAN BOARD OF EDUCATION AND ITS SUBSIDIARY

ANNUAL REPORT

FOR THE YEAR ENDED 31 DECEMBER 2024

FINANCIAL REVIEW (CONTINUED)

3. Grant Making Policy

When considering school applications for financial assistance, the Trustees will adopt the following priorities:

- a. The total value of grants will be limited to the revenue income. Any grant award, which would necessitate expenditure of the endowment fund, will not normally be approved.
- b. All projects should be approved for grant aid by the DfE and supported by the LA.
- c. New Church Aided primary schools.
- d. New Church Aided secondary schools.
- e. Church Controlled schools deciding to adopt Church Aided status.
- f. Existing Church Aided schools.
- g. Schools serving socially deprived areas.
- h. The Governing Body's financial resources.
- i. Previous projects, at the school, funded by the Board of Education.

4. Investment Policy

The Board has a policy to invest in accordance with the ethical investment policy of the Church of England.

In line with this policy the Trustees considered the most appropriate vehicle for investing funds and found that specialised pooled funds, designed for the church and charity sector and managed by the Central Board of Finance (CCLA) and Sarasin & Partners meet their requirements to generate both income and capital growth.

The performance of investment markets fluctuated during the year. The investment portfolio at 31 December 2024 increased due to an unrealised gain of £303,007 (2023 - £473,484 gain)

	2024	2023
	%	%
Actual Total Return Achieved	7.58	10.96
ARC Steady Growth Charity Index	8.80	7.30

The Charitable Company currently holds £21,102 in cash deposits with the Central Board of Finance (CCLA), which are held in order to provide cash for the charity's operations. Cash deposit interest rates went down slightly during the year compared to 2023.

The Finance and Resources Committee reviews and monitors the performance of the investment funds on a quarterly basis.

5. Related Parties

Employees of the Rochester Diocesan Board of Education are jointly employed by The Rochester Diocesan Society and Board of Finance ('RDBF'). The RDBF operates both a defined benefit pension arrangement and defined contribution pension schemes, shared HR, IT, communication and financial administration services. The RDBF charge an apportionment of office and administration expenses for the shared premises. Some Trustees of the Board of Education are nominated by the Deanery Synods for the appointment by the Diocesan Synod.

During the year a surplus of £51,441 (2023: £50,538) resulted from the Diocesan Schools Agency, which will be transferred to the Incorporated Rochester Diocesan Board of Education. A £6,000 (2023: £6,000) contribution towards staff costs was received from The Diocesan Schools Agency to the Incorporated Rochester Diocesan Board of Education.

The Board of Education acts as a member with a limited liability of £10 for the following Multi Academy Trusts:- Aquinas, MAST, Amadeus, Trinitas, Alethia, Pilgrim. Additionally the Rochester Diocesan Board of Education also appoints governors to Voluntary Aided and Voluntary Controlled Schools. The Diocesan Schools Agency provides services to the Multi Academy Trusts, Voluntary Aided and Voluntary Controlled Schools at an arms-length basis at the discretion of the schools.

6. Public Benefit

When considering the Incorporated Rochester Diocesan Board of Education and its subsidiary's activities, the Trustees have complied with the duty in Section 4 of the Charities Act 2011 to have due regard to the Charity Commission's general guidance on public benefit. No changes to ongoing activities were considered necessary as the varied works of the Board of Education have always benefited the public in numerous ways as detailed in this report.

7. Going Concern

Accounting standards require the Trustees to consider the appropriateness of the going concern basis when preparing the financial statements. The Trustees consider that there are no material uncertainties regarding the Charitable Company's ability to continue as a going concern. The Charitable Company has adequate financing facilities based on the Trustees' review of the forecast and the current level of free reserves of £427K and unapplied total of £1,712K available given that the investment and cash balances could be deployed to cover any operating deficit in the short to medium term. In the long time, an increasing reduction in the future income generated from the investment portfolio may affect the going concern basis, the Board is therefore considering alternative sources of meeting future deficits with the view that the unapplied total reserve could possibly be exhausted within a short period.

INCORPORATED ROCHESTER DIOCESAN BOARD OF EDUCATION AND ITS SUBSIDIARY

ANNUAL REPORT

FOR THE YEAR ENDED 31 DECEMBER 2024

PRINCIPAL RISKS AND UNCERTAINTIES

The Trustees are responsible for the identification and management of risk and to achieve this, a register of identified risks is maintained and, alongside it a management strategy formed. This is subject to annual review by the Trustees with the responsibility for delivery of the identified management strategies, being delegated to the Director of Education.

In the Trustees' opinion there are established resources and review systems, which under normal conditions, should allow the identified risks to be mitigated to an acceptable level in its day to day management.

No risks were identified in the 2024 or 2023 risk register where the probability and impact of the events is considered "high".

The accounts are approved through appropriate consideration of risks as part of its normal risk management processes and mitigating actions both already taken and available to be taken, trustees consider it appropriate for the going concern basis to be adopted in these accounts.

STRUCTURE AND GOVERNANCE

Summary information about the structure of the Church of England

The Church of England is the established church with His Majesty The King as its Supreme Governor. It is organised into two provinces (Canterbury and York) with a total of 42 Dioceses. Each Diocese is a See under the care of a Bishop who is charged with the cure of souls of all people within the geographical area. This charge is shared with priests within benefices and parishes which are sub divisions of the Diocese. Within each Diocese, overall leadership lies with the Diocesan Bishop, who exercises that input as Bishop within the Diocesan Synod.

The Diocese of Rochester is divided into three Archdeaconries within which there are eighteen deaneries, each with its own Deanery Synod. Within each deanery there are individual ecclesiastical parishes with their own parochial church council, which shares with the parish priest, local responsibility for the mission of the church.

Organisational structure

The Diocesan Boards of Education Measure 2021 confirms that for every Diocese there shall be a Diocesan Board of Education which shall have certain functions and shall be responsible to the Diocesan Synod. The Bishop, after consultation with the Board, shall appoint a Director of Education for the Diocese who shall act as secretary to the Board.

The Incorporated Rochester Diocesan Board of Education is a company limited by guarantee (No. 46014) and a registered charity (No. 1031550) governed by its Memorandum and Articles of Association.

The Board's principal activity is to maintain and extend education in and knowledge of the Christian religion in general and the faith and practice of the Church of England in particular to all sections of the community within the Diocese of Rochester. It was established in its present form on the 19 November 1895.

Governance and policy of the Board is the responsibility of the Trustees, who are also members of the company and trustees for the purposes of charity law.

The Board's composition and membership during the 2024 financial year were governed by its revised Articles of Association. In October 2016, the Diocesan Synod approved proposals for the reconstitution of the DBE. The Secretary of State for Education approved the revised Articles of Association and issued an Order in November 2017.

INCORPORATED ROCHESTER DIOCESAN BOARD OF EDUCATION AND ITS SUBSIDIARY
ANNUAL REPORT
FOR THE YEAR ENDED 31 DECEMBER 2024

STRUCTURE AND GOVERNANCE (CONTINUED)

Organisational structure (continued)

The Trustees' term of office is three years and those who served during the year are shown on page 1.

From January 2022 the Board's composition and membership is summarised as follows.

1. The Bishop.
 2. One Trustee nominated by the Bishop.
 3. Six Trustees elected by Diocesan Synod (i)
 - a. 3 Clerks in Holy Orders (for each of the 3 Archdeacons).
 - b. 3 Lay persons on the electoral roll for their parish (for each of the 3 Archdeacons).
 4. At least 2 Trustees but not more than 6 Trustees co-opted by the DBE
 - a. 2 serving Headteachers at CE schools/academies (one primary and one secondary)
 - b. Up to 4 other Trustees with experience of other area of work with which the DBE is concerned including: finance, legal, HR, school improvement, charity trusteeship, school governorship, leadership or public relations.
- (i) Under 3. Diocesan Synod elected members
- a. These are nominated by Deanery Synods, reviewed by Bishop's Council and then elected by Diocesan Synod.
 - b. Such candidates must either reside or work or worship in the Diocese but need not themselves be members of the Diocesan Synod.
 - c. Any casual vacancy among the elected members (which expression includes the case where insufficient candidates have been nominated to fill the places available) shall be filled in such a manner as may be determined by the Diocesan Synod.

The following Local Authorities within the Diocese shall each be entitled to nominate one person to attend meetings of the Board on the Local Authority's behalf. These persons are not eligible to vote at such meetings and do not hold the position of Trustee or Member of the Charity:

1. The Council of the London Borough of Bexley
2. The Council of the London Borough of Bromley
3. Kent County Council and
4. Medway Council.

Decision making structure

Corporate priorities, the overall financial strategy for the Board, in accordance with its objects, are the responsibility of the Trustees as is their review and monitoring. Operational delivery of these priorities and strategies is delegated to the Director of Education.

The Board meets up to six times a year to conduct its business, approve policy and review the impact of its work. Much of the operational decision-making is delegated to a Finance and Resources Committee and a School Effectiveness Committee which both meet up to three times per year.

These sub-committees are a critical part of the Board's work and provide oversight and monitoring of the key areas of responsibility to ensure that the Diocesan Board of Education (DBE), as an independent, incorporated charitable company, remains compliant with legislation and the requirements of the Charity Commission.

The Trustees are assisted in their work by officers and the following two Committees.

1. Finance and Resources Committee
Meets up to three times per year and reviews and monitors the management and annual accounts, budget, investment performance, school building projects, reserves and risk management policies and external audit.
2. School Effectiveness Committee
Meets up to three times per year and monitors and reviews the performance of Church schools in terms of academic and Christian distinctiveness identifying those that are vulnerable.

Trustees are members of the Board and are selected as outlined on page 8. At the beginning of each triennium an induction meeting is arranged for all Trustees led by the Director of Education to brief them on: their legal obligations under charity and company law, the Charity Commission guidance on public benefit, and inform them of the content of the Memorandum and Articles of Association, the committee and decision-making processes, the business plan and recent financial performance of the charity. During the Induction meeting Trustees meet key employees and other Trustees. Trustees are encouraged to attend appropriate external training events where these will facilitate the undertaking of their role.

Charity Governance Code

The Trustees have reviewed the Governance of the Charity in light of the Charity Governance Code which was published in 2017. The Trustees seek to comply with the Code.

INCORPORATED ROCHESTER DIOCESAN BOARD OF EDUCATION AND ITS SUBSIDIARY

ANNUAL REPORT

FOR THE YEAR ENDED 31 DECEMBER 2024

STRUCTURE AND GOVERNANCE (CONTINUED)

Funds held as Custodian Trustee

The Board is custodian trustee of assets held on behalf of church schools and others who act as managing trustees. These assets are not aggregated in the financial statements as the Board does not control them and they are segregated from the Board's own assets by means of a separate accounting system. Further details of these assets, whose market value totalled £2,082,689 at 31 December 2024 (2023: £1,987,699), are provided in notes 18 & 19.

Key management remuneration

The pay of the key management personnel, as detailed in note 9, and all staff are reviewed annually and normally increased in accordance with average earnings to reflect a cost of living adjustment. In view of the nature of the charity, the Trustees benchmark against pay levels in other charities. The remuneration benchmark is the mid-point of the range paid for similar roles in similar charities and sizes.

Funds held on behalf of church schools

The Board receives contributions from governors of church voluntary aided schools within the Diocese in connection with their major repair and capital projects and also government grants in connection with same. The Board administers these monies as managing agent and makes appropriate payments to consultants and contractors for work undertaken. These monies do not belong to the Board and therefore these receipts and payments are not treated as income and expenditure in the Statement of Financial Activities. Any monies held, or due at the balance sheet date are treated as debtors or creditors on the balance sheet, as shown in notes 12 and 13.

Total return

On 20 May 2019 the Trustees voted to exercise the power granted under section 104A(2) of the Charities Act 2011 and to adopt a total return approach to investments. The Total Return approach identifies those cumulative investment gains (known as the unapplied total return) which are available if necessary to offset any annual deficits of income (excluding unrealised investment gains) against expenditure not covered by other available reserves.

The date that the initial value of the Trust for Investment and the initial value of the unapplied total return were established was 31 December 1996. In order to identify the initial amounts of the trust for investment the Trustees have used the valuation of investments at 31 December 1996. The unapplied total return has been calculated from this point onwards by (a) an annual reduction for the inflationary increase in the initial Trust for Investment using CPI and (b) any annual deficits since 1996 not covered by other available reserves.

In 2024, there was an unallocated DoE grants carried forward of £231,269 (2023: £335,663).

INCORPORATED ROCHESTER DIOCESAN BOARD OF EDUCATION AND ITS SUBSIDIARY

ANNUAL REPORT

FOR THE YEAR ENDED 31 DECEMBER 2024

TRUSTEES' RESPONSIBILITIES

The Trustees are responsible for preparing the Trustees' Report and the financial statements in accordance with applicable law and regulations.

Company law requires the Trustees to prepare financial statements for each financial period in accordance with United Kingdom Generally Accepted Accounting Practice (United Kingdom Accounting Standards) and applicable law.

Under company law the Trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the charitable company and of its net income for that period.

In preparing these financial statements, the Trustees are required to:

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

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

In determining how amounts are presented within items in the statement of financial activities and balance sheet, the Trustees have had regard to the substance of the reported transaction or arrangement, in accordance with generally accepted accounting principles or practice.

So far as each of the Trustees is aware at the time the report is approved:

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

The re-appointment of Crowe U.K. LLP as auditors will be proposed at the Annual General Meeting.

The Annual Report was approved by the Board on 4 June 2025 and signed on its behalf by

+ *Simon Tonbridge*

The Rt Rev. S Burton-Jones
Chair of the Board

INCORPORATED ROCHESTER DIOCESAN BOARD OF EDUCATION AND ITS SUBSIDIARY

INDEPENDENT AUDITORS' REPORT TO THE SHAREHOLDERS

Independent Auditor's Report to the Members and Trustees of the Incorporated Rochester Diocesan Board of Education

Opinion

We have audited the financial statements of the Incorporated Rochester Diocesan Board of Education ('the charitable company') and its subsidiary ('the group') for the year ended 31 December 2024 which comprise the Consolidated Statement of Financial Activities, the Consolidated Balance Sheet, the Company Statement of Financial Activities, the Company Balance Sheet, the Consolidated Statement of Cash Flows, and notes to the financial statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the group's and the charitable company's affairs as at 31 December 2024 and of the group's and charitable company's incoming resources and application of resources, including their income and expenditure for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006 and the Charities Act 2011.

Basis for opinion

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

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the trustee's use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charitable company's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the trustees with respect to going concern are described in the relevant sections of this report.

Other information

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

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

We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

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

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

INCORPORATED ROCHESTER DIOCESAN BOARD OF EDUCATION AND ITS SUBSIDIARY

INDEPENDENT AUDITORS' REPORT TO THE TRUSTEES (CONTINUED)

Matters on which we are required to report by exception

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

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

the parent company has not kept adequate accounting records; or
the parent company financial statements are not in agreement with the accounting records and returns; or
certain disclosures of trustees' remuneration specified by law are not made; or
we have not received all the information and explanations we require for our audit; or
the trustees were not entitled to prepare the financial statements in accordance with the small companies regime and take advantage of the small companies exemption in preparing the Trustees Annual Report.

Responsibilities of trustees

As explained more fully in the trustees' responsibilities statement set out on page 10, the trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

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

Auditor's responsibilities for the audit of the financial statements

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

Details of the extent to which the audit was considered capable of detecting irregularities, including fraud and non-compliance with laws and regulations are set out below.

In identifying and assessing risks of material misstatement in respect of irregularities, including fraud and non-compliance with laws and regulations, our procedures included the following:

- identifying, evaluating and assessing compliance with laws and regulations;
- discussing with management whether they have knowledge of any actual, suspected or alleged fraud; and,
- discussing among the engagement team on how and where fraud might occur in the financial statements and any potential indicators of fraud. As part of this discussion, we identified potential for fraud in the recognition of income.
- obtaining an understanding of the legal and regulatory frameworks that the company operates in, focusing on those laws and regulations that had a direct effect on the financial statements or that had a fundamental effect on the operations of the company.

INDEPENDENT AUDITORS' REPORT TO THE TRUSTEES (CONTINUED)

Audit response to risks identified

Our procedures to respond to risks identified included the following:

- reviewing the financial statement disclosures and testing to supporting documentation to assess compliance with relevant laws and regulations discussed above;
- reading minutes of meetings of those charged with governance; and,
- in addressing the risk of fraud through management override of controls, testing the appropriateness of journal entries and other adjustments; assessing whether the judgements made in making accounting estimates are indicative of a potential bias; and evaluating the business rationale of any significant transactions that are unusual or outside the normal course of business.

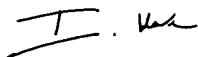
We gained an understanding of the legal and regulatory framework applicable to the company and the industry in which it operates, and considered the risk of acts by the company which were contrary to applicable laws and regulations, including fraud. We designed audit procedures to respond to the risk, recognising that the risk of not detecting a material misstatement due to fraud is higher than the risk of not detecting one resulting from error, as fraud may involve deliberate concealment by, for example, forgery, misrepresentations or through collusion. We focused on laws and regulations that could give rise to a material misstatement in the company's financial statements. Our tests included, but were not limited to:

- agreement of the financial statement disclosures to underlying supporting documentation;
- enquiries of management;
- review of minutes of Board meetings throughout the period; and
- considering the effectiveness of control environment

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

Use of our report

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006, and to the charitable company's trustees, as a body, in accordance with Part 4 of the Charities (Accounts and Reports) Regulations 2008. Our audit work has been undertaken so that we might state to the charitable company's members and trustees those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company, the charitable company's members as a body and the charitable company's trustees as a body, for our audit work, for this report, or for the opinions we have formed.



Ian Weekes
Senior Statutory Auditor
For and on behalf of

Crowe U.K. LLP
Statutory Auditors

Medway Bridge House
1-8 Fairmeadow
Maidstone
Kent
ME14 1JP

16 June 2025

INCORPORATED ROCHESTER DIOCESAN BOARD OF EDUCATION AND ITS SUBSIDIARY

CONSOLIDATED STATEMENT OF FINANCIAL ACTIVITIES

(INCORPORATING AN INCOME AND EXPENDITURE STATEMENT)

FOR THE YEAR ENDED 31 DECEMBER 2024

	Notes	Unrestricted Funds £	Restricted Funds £	Endowment Funds £	Total 2024 £	Total 2023 £
INCOME FROM:						
Charitable activities	3	-	1,396,426	-	1,396,426	1,412,457
Other trading income		102,801	-	-	102,801	115,880
Investment income	6	8,547	7,151	176,178	191,876	187,804
Other income	7	-	7,706	8,681	16,387	13,149
TOTAL INCOME		111,348	1,411,283	184,859	1,707,490	1,729,290
EXPENDITURE ON:						
Other trading costs	8	45,360	-	-	45,360	59,342
Charitable activities:						
Schools' work	8	613	355,395	-	356,008	320,793
Department of Education grants projects	8	-	1,500,820	-	1,500,820	1,478,883
TOTAL EXPENDITURE		45,973	1,856,215	-	1,902,188	1,859,018
Net income/(expenditure) for the year before gains/losses on investments		65,375	(444,932)	184,859	(194,698)	(129,728)
Unrealised gains on investments	11	16,948	-	286,059	303,007	473,484
Net income/(expenditure) for the year		82,323	(444,932)	470,918	108,309	343,756
Transfers between funds	14	-	-	-	-	-
Transfers between funds - Unapplied Total Return	17a	-	340,538	(340,538)	-	-
Net movement in funds		82,323	(104,394)	130,380	108,309	343,756
Fund balances brought forward as previously stated	17	344,981	335,663	6,079,044	6,759,688	6,415,932
Fund balances carried forward	17	427,304	231,269	6,209,424	6,867,997	6,759,688

The above statement contains all the gains and losses recognised in the current and preceding year.

All income and expenditure relates to continuing operations.

The notes on pages 19 to 37 form part of these financial statements.

INCORPORATED ROCHESTER DIOCESAN BOARD OF EDUCATION AND ITS SUBSIDIARY

CHARITY STATEMENT OF FINANCIAL ACTIVITIES

(INCORPORATING AN INCOME AND EXPENDITURE STATEMENT)

FOR THE YEAR ENDED 31 DECEMBER 2024

	Notes	Unrestricted Funds Corporate Funds General £	Unrestricted Funds School Improvements £	Restricted Funds Consolidated Educational Income £	Endowment Funds Endowments Capital £	Total 2024 £	Total 2023 £
INCOME FROM:							
Charitable activities	3	-	-	1,396,426	-	1,396,426	1,412,457
Income from subsidiary	4	57,441	-	-	-	57,441	56,538
Investment income	6	613	7,934	7,151	176,178	191,876	187,804
Other income	7	-	-	7,706	8,681	16,387	13,149
TOTAL INCOME		58,054	7,934	1,411,283	184,859	1,662,130	1,669,948
EXPENDITURE ON:							
Charitable activities							
Schools' work	8	613	-	355,395	-	356,008	320,793
Department of Education grants projects	8	-	-	1,500,820	-	1,500,820	1,478,883
TOTAL EXPENDITURE		613	-	1,856,215	-	1,856,828	1,799,676
Net income/(expenditure) for the year before gains/losses on investments		57,441	7,934	(444,932)	184,859	(194,698)	(129,728)
Unrealised gains on investments	11	-	16,948	-	286,059	303,007	473,484
Net income/(expenditure) for the year		57,441	24,882	(444,932)	470,918	108,309	343,756
Transfers between funds	14	(57,441)	57,441	-	-	-	-
Transfers between funds - Unapplied Total Return	17a	-	-	340,538	(340,538)	-	-
Net movement in funds		-	82,323	(104,394)	130,380	108,309	343,756
Fund balances brought forward as previously stated	17	-	344,832	335,663	6,079,044	6,759,539	6,415,783
Fund balances carried forward	17	-	427,155	231,269	6,209,424	6,867,848	6,759,539

The above statement contains all the gains and losses recognised in the current and preceding year.

All income and expenditure relates to continuing operations.

The notes on pages 19 to 37 form part of these financial statements.

INCORPORATED ROCHESTER DIOCESAN BOARD OF EDUCATION AND ITS SUBSIDIARY

CONSOLIDATED BALANCE SHEET - COMPANY NUMBER 46014

AS AT 31 DECEMBER 2024

	Notes	Unrestricted Funds £	Restricted Funds £	Endowment Funds £	Total 2024 £	Total 2023 £
Fixed Assets						
Tangible Fixed Assets	10	-	10,007	238,311	248,318	225,157
Investments	11	213,509	231,269	6,258,696	6,703,474	6,400,467
		213,509	241,276	6,497,007	6,951,792	6,625,624
Current Assets						
Debtors	12	62,269	5,147	-	67,416	72,857
CBF Deposits		48,811	21,102	-	69,913	73,955
Sarasin Deposits		-	15	-	15	-
Bank Deposits		25,910	-	-	25,910	68,864
Cash at Bank - Current Account		-	312,583	(287,583)	25,000	25,000
Cash at Bank - Business Reserve		100,000	(41,752)	-	58,248	82,695
		236,990	297,095	(287,583)	246,502	323,371
Current Liabilities						
Creditors	13	23,195	307,102	-	330,297	189,307
		23,195	307,102	-	330,297	189,307
Net Current Assets/(Liabilities)		213,795	(10,007)	(287,583)	(83,795)	134,064
Total Assets Less Current Liabilities		427,304	231,269	6,209,424	6,867,997	6,759,688
Net Assets		427,304	231,269	6,209,424	6,867,997	6,759,688
Funds						
Unrestricted - General	17	(51)	-	-	(51)	(51)
Designated - School Improvements	17	427,155	-	-	427,155	344,832
Restricted - Consol Edu Endowments - Income	17	-	231,269	-	231,269	335,663
Endowment - Consol Edu Endowments - Capital	17	-	-	6,209,424	6,209,424	6,079,044
Non-charitable trading funds held by subsidiary	17	200	-	-	200	200
		427,304	231,269	6,209,424	6,867,997	6,759,688

These accounts have been prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small entities and in accordance with the Financial Reporting Standard (FRS) 102.

Approved and authorised for issue by the Board on 4 June 2025.

+ *Simon To-bridge*

The Rt Rev. S Burton-Jones
Chair of the Board

The notes on pages 19 to 37 form part of these financial statements.

INCORPORATED ROCHESTER DIOCESAN BOARD OF EDUCATION AND ITS SUBSIDIARY

CHARITY BALANCE SHEET - COMPANY NUMBER 46014

AS AT 31 DECEMBER 2024

	Notes	Unrestricted Funds Corporate Funds General £	Unrestricted Funds School Improvements £	Restricted Funds Consolidated Educational Income £	Endowment Funds Endowments Capital £	Total 2024 £	Total 2023 £
Fixed Assets							
Tangible Fixed Assets	10	-	-	10,007	238,311	248,318	225,157
Investments	11	51	213,509	231,269	6,258,696	6,703,525	6,400,518
		51	213,509	241,276	6,497,007	6,951,843	6,625,675
Current Assets							
Debtors	12	-	51,441	5,147	-	56,588	65,907
CBF Deposits		12,516	36,295	21,102	-	69,913	73,955
Sarasin Deposits		-	-	15	-	15	-
Bank Deposits		-	25,910	-	-	25,910	68,864
Cash at Bank - Current Account		-	-	312,583	(287,583)	25,000	25,000
Cash at Bank - Business Reserve		-	100,000	(41,752)	-	58,248	82,695
		12,516	213,646	297,095	(287,583)	235,674	316,421
Current Liabilities							
Creditors	13	12,567	-	307,102	-	319,669	182,557
		12,567	-	307,102	-	319,669	182,557
Net Current Assets/(Liabilities)		(51)	213,646	(10,007)	(287,583)	(83,995)	133,864
Total Assets Less Current Liabilities		-	427,155	231,269	6,209,424	6,867,848	6,759,539
Net Assets		-	427,155	231,269	6,209,424	6,867,848	6,759,539
Funds							
Unrestricted	17	-	427,155	-	-	427,155	344,832
Restricted	17	-	-	231,269	-	231,269	335,663
Endowment	17	-	-	-	6,209,424	6,209,424	6,079,044
		-	427,155	231,269	6,209,424	6,867,848	6,759,539

These accounts have been prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small entities and in accordance with the Financial Reporting Standard (FRS) 102.

Approved and authorised for issue by the Board on 4 June 2025.

+ *Simon To-bridge*

The Rt Rev. S Burton-Jones
Chair of the Board

The notes on pages 19 to 37 form part of these financial statements.

INCORPORATED ROCHESTER DIOCESAN BOARD OF EDUCATION AND ITS SUBSIDIARY

CONSOLIDATED CASH FLOW - COMPANY NUMBER 46014

AS AT 31 DECEMBER 2024

	Total 2024 £	Total 2023 £
Net income/(expenditure) for the year	108,309	343,756
Depreciation	9,070	11,272
Unrealised (gains) / losses on investments	(303,007)	(473,484)
Disposal of fixed assets	(7,706)	(4,468)
(Increase)/decrease in debtors	5,441	(15,669)
Increase/(decrease) in creditors	140,990	(307,353)
Net cash inflow from operating activities	(46,903)	(445,946)
Receipts from sale of fixed assets	-	15,119
Payments to acquire fixed assets	(24,525)	-
Payments to acquire investments	-	(391)
Net cash (outflow)/inflow from investing activities	(24,525)	14,728
Increase in cash in the year	(71,428)	(431,218)
Cash and cash equivalents brought forward	250,514	681,732
Cash and cash equivalents carried forward	179,086	250,514

INCORPORATED ROCHESTER DIOCESAN BOARD OF EDUCATION AND ITS SUBSIDIARY

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 DECEMBER 2024

1. ACCOUNTING POLICIES

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounting in accordance with the Financial Reporting Standard (FRS) 102, the Statement of Recommended Practice for Charities (SORP 2015) (Second Edition, effective January 2019) and the Companies Act 2006.

The financial statements have been prepared under the historical cost convention with items recognised at cost or transaction value unless otherwise stated in the relevant accounting policy note.

The charity constitutes a public benefit entity as defined by FRS 102.

Accounting standards require the Trustees to consider the appropriateness of the going concern basis when preparing the financial statements.

a) Consolidation

The consolidated financial statements include the company and its subsidiary. Intra-group sales and income are eliminated on consolidation and all sales and income figures relate to external transactions only. The subsidiary's results have been consolidated on a "line by line" basis.

b) Income

Donations and legacies are accounted for as soon as their amount and receipt are certain. In the case of donations this is usually when they are received. All other income is accounted for under the accruals concept.

c) Expenditure

Expenditure is accounted for under the accruals concept inclusive of VAT. VAT is included as it is not recoverable by the Charitable Company. Governance costs are those costs associated with constitutional and statutory requirements.

d) Investments

Investments are included in the balance sheet at Bid price apart from the investment in the subsidiary company which is included at cost. Realised gains or losses on sale of investments represent proceeds of sale less the appropriate proportion of the opening carrying value and are shown in the Statement of Financial Activities.

Unrealised gains or losses on revaluation of investments are shown in the Statement of Financial Activities.

e) Allocation of expenditure

Common, shared items of expenditure are apportioned to the different areas of work based on the number of employees within each area. The irrecoverable element of VAT is included with the items of expense to which it relates.

f) Funds

Restricted funds are funds subject to specific conditions imposed by the donor which are binding on the Trustees.

Unrestricted funds have no restrictions on their use.

Designated funds are a form of unrestricted fund, which has been allocated or designated for specific purposes by the Charitable Company itself. The use of designated funds for their designated purpose will remain at the discretion of the Trustees. Endowment funds are restricted funds whose income can be used to fund schools' work.

The Corporate Funds are unrestricted funds, the Income Fund of the Consolidated Educational Endowments is a restricted fund, the Capital Fund of the Consolidated Educational Endowments is an endowment fund and the School Improvements Fund is an unrestricted fund.

INCORPORATED ROCHESTER DIOCESAN BOARD OF EDUCATION AND ITS SUBSIDIARY

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 DECEMBER 2024

1. ACCOUNTING POLICIES (CONTINUED)

g) Depreciation

Depreciation is provided on all tangible fixed assets in use, other than freehold land, at rates calculated to write off the cost or valuation, less estimated residual value of the asset over its expected life, as follows:

Freehold Buildings	- No depreciation is provided as the residual value of the properties is such that any depreciation charge would be immaterial to the accounts.
Investment Property	- Investment Property is held at its open market value. Depreciation is not charged in accordance with FRS102.
Mobile Classrooms	- over 1 year.
Motor Vehicles	- over 4 years.

Assets with a cost of below £1,500 are not capitalised and are charged as an expense in the Statement of Financial Activities.

h) Pensions

The assets of the pension scheme are held separately from those of the Board and are invested with the Ecclesiastical Insurance Group under the supervision of the scheme Trustees. The Board's contribution to the scheme is charged to its income and expenditure as contributions are made, as disclosed in note 16.

i) Grants

Grants made by the Board are treated as expenditure when they are approved.

j) Liability recognition

Liabilities are recognised when an obligation arises to transfer economic benefits as a result of past transactions or events.

k) Debtors

Trade and other debtors are recognised at the settlement amount due. Prepayments are valued at the amount prepaid net of any trade discounts due.

In preparing the financial statements, the Trustees are required to make certain judgements and estimates. The key judgements and estimates are considered to be the valuation of investment property. The Trustees consider that the carrying value of the social investment property at £205,857 (see note 10) is a fair representation of the open market value of that property.

INCORPORATED ROCHESTER DIOCESAN BOARD OF EDUCATION AND ITS SUBSIDIARY

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2024

2. EDUCATION ACTS 1944 ,1973 AND 1996

The Consolidated Educational Endowments Funds emanate from the sale proceeds of former school buildings and from endowments of closed schools.

On 9 November 1994 the Board of Education passed a resolution under what is now Section 557 of the 1996 Act to adopt the uniform statutory trusts in respect of funds held under Section 86 schemes and Section 2 orders and to consolidate the funds and endowments as "The Diocese of Rochester Consolidated Educational Endowments".

3. CHARITABLE ACTIVITIES

GRANT INCOME

	Consolidated 2024 £	Charity 2024 £	Consolidated 2023 £	Charity 2023 £
Consolidated Educational Endowments - Grant Income				
Department of Education grants	1,268,210	1,268,210	1,284,186	1,284,186
Contributions from Schools	128,216	128,216	128,271	128,271
	1,396,426	1,396,426	1,412,457	1,412,457

4. OTHER TRADING ACTIVITIES

	Consolidated 2024 £	Charity 2024 £	Consolidated 2023 £	Charity 2023 £
Corporate Funds - General				
The Diocesan Schools Agency Ltd - surplus	51,441	51,441	50,538	50,538
Contribution to staff costs	6,000	6,000	6,000	6,000
	57,441	57,441	56,538	56,538

INCORPORATED ROCHESTER DIOCESAN BOARD OF EDUCATION AND ITS SUBSIDIARY

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2024

5. NET INCOME FROM TRADING ACTIVITIES OF SUBSIDIARY	Consolidated 2024 £	Consolidated 2023 £		
Income				
Buildings consultancy	17,768	24,450		
Inspections	-	1,125		
Course provision	8,795	7,122		
Academy conversion	4,500	9,000		
Service level agreement	49,038	37,351		
Leadership conference	-	9,400		
School improvements	16,700	21,432		
	<u>96,801</u>	<u>109,880</u>		
Expenditure				
Staff charges -				
Travelling and sundry expenses	1,200	800		
Salary costs	7,000	7,000		
Course provision	4,023	1,784		
Leadership conference	-	7,468		
School improvement	26,702	36,440		
Audit	6,435	5,850		
Note 8	<u>45,360</u>	<u>59,342</u>		
Surplus on ordinary activities prior to contribution to charity	51,441	50,538		
Contribution to staff costs	(7,000)	(7,000)		
Amount to be transferred to charity	<u>(44,441)</u>	<u>(43,538)</u>		
Retained surplus/(deficit) in subsidiary	<u>-</u>	<u>-</u>		
6. INCOME FROM INVESTMENTS				
	Consolidated 2024 £	Charity 2024 £	Consolidated 2023 £	Charity 2023 £
Quoted Investments				
Corporate Funds - General				
CBF deposit interest	613	613	522	522
	<u>613</u>	<u>613</u>	<u>522</u>	<u>522</u>
School Improvements				
CBF deposit interest	1,619	1,619	1,137	1,137
Bank interest	507	507	478	478
Sarasin Income distribution	5,799	5,799	5,458	5,458
Sarasin Interest	9	9	18	18
	<u>7,934</u>	<u>7,934</u>	<u>7,091</u>	<u>7,091</u>
Consolidated Educational Endowments - Capital				
CBF Investment Fund	109,072	109,072	107,403	107,403
Sarasin Income distribution	67,106	67,106	63,260	63,260
	<u>176,178</u>	<u>176,178</u>	<u>170,663</u>	<u>170,663</u>
Consolidated Educational Endowments - Income				
CBF deposit interest	2,677	2,677	5,783	5,783
Sarasin Interest	104	104	60	60
Bank interest	4,370	4,370	3,685	3,685
Rent Receivable	-	-	-	-
	<u>7,151</u>	<u>7,151</u>	<u>9,528</u>	<u>9,528</u>
	<u>191,876</u>	<u>191,876</u>	<u>187,804</u>	<u>187,804</u>

The investment income relates to income generated from endowments to support the Charitable Company's work in schools.

INCORPORATED ROCHESTER DIOCESAN BOARD OF EDUCATION AND ITS SUBSIDIARY

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2024

7. OTHER INCOME

	Consolidated 2024 £	Charity 2024 £	Consolidated 2023 £	Charity 2023 £
Consolidated Educational Endowments - Capital Rents Receivable	8,681	8,681	8,681	8,681
Consolidated Educational Endowments - Income Profit on sale of motor vehicles	7,706	7,706	4,468	4,468
	16,387	16,387	13,149	13,149

8. ANALYSIS OF COSTS

		Consolidated 2024 £	Charity 2024 £	Consolidated 2023 £	Charity 2023 £
Corporate Funds - General					
Staff charges - Costs	Direct	613	613	522	522
		613	613	522	522
The Diocesan School Agency Ltd - Costs	Direct	45,360	-	59,342	-
	Note 5	45,360	-	59,342	-
Consolidated Educational Endowments - Income					
Schools' festival	Direct	498	498	(512)	(512)
Staff charges - Costs (Note 9)	Direct	293,341	293,341	272,984	272,984
Depreciation - Motor vehicles	Support	9,070	9,070	11,272	11,272
Office costs	Support	45,108	45,108	27,727	27,727
Equipment costs	Support	-	-	-	-
Revenue Grants	Support	(344)	(344)	1,780	1,780
Audit costs - Governance costs*	Support	7,722	7,722	7,020	7,020
		355,395	355,395	320,271	320,271

Included in the Schools Work costs is an amount of £7,722 for audit fees (2023: £7,020). Total audit fees for the Charitable Company and its subsidiary amounted to £12,613 (2023: £11,466).

Consolidated Educational Endowments - Income

Department of Education grants projects - Costs	1,500,820	1,500,820	1,478,883	1,478,883
	1,500,820	1,500,820	1,478,883	1,478,883

INCORPORATED ROCHESTER DIOCESAN BOARD OF EDUCATION AND ITS SUBSIDIARY

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2024

9. STAFF CHARGES	Consolidated 2024 £	Charity 2024 £	Consolidated 2023 £	Charity 2023 £
Wages and salaries	203,247	203,247	192,980	192,980
Social security costs	21,660	21,660	20,244	20,244
Other pension costs	26,629	26,629	25,401	25,401
Pension administration costs	19,216	19,216	13,240	13,240
Employee life cover costs	9,239	9,239	8,235	8,235
Travelling and sundry expenses	13,963	13,963	13,406	13,406
	293,954	293,954	273,506	273,506
Corporate Funds - General				
Management and administration of the Charity	613	613	522	522
	613	613	522	522
Consolidated Educational Endowments - Income Note 8	293,341	293,341	272,984	272,984
Total	293,954	293,954	273,506	273,506

The average monthly number of employees was 3 (2023: 3).

The numbers of staff whose emoluments (including taxable benefits in kind but excluding employer's pension contributions) amounted to more than £60,000 were as follows:

	2024 Number	2023 Number
£60,001 - £70,000	-	-
£70,001 - £80,000	1	-
£80,001 - £90,000	-	-
£90,001 - £100,000	1	1

None of the Trustees received any remuneration in this or the previous year. Amounts paid to Trustees for reimbursement of expenses totalled £Nil (2023: £Nil).

The number of Trustees accruing benefits under defined benefit pension schemes was Nil (2023: Nil).

Remuneration of key management personnel

The cost to the organisation of remunerating Key Management Personnel was £216,505 (2023: £205,880). Costs include gross pay, employer's pension, employer's NI, taxable benefits and contractuals' payments.

In addition to the Trustees, key management personnel are deemed to be those having authority and responsibility, delegated to them by the Trustees for planning, directing and controlling the activities of the Diocesan Board of Education. During 2024 they were:-

Director of Education	John Constanti
Deputy Director of Education	Gemma Hitch

INCORPORATED ROCHESTER DIOCESAN BOARD OF EDUCATION AND ITS SUBSIDIARY

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2024

10. CONSOLIDATED AND CHARITY TANGIBLE FIXED ASSETS

	Freehold Property	Social Investment Property	Motor Vehicle	Mobile Classrooms	Total
	£	£	£	£	£
Cost or valuation					
At 1 January 2024	10,007	205,857	30,995	16	246,875
Additions	-	-	38,925	-	38,925
Disposals	-	-	(30,995)	-	(30,995)
At 31 December 2024	10,007	205,857	38,925	16	254,805
Depreciation					
At 1 January 2024	-	-	21,718	-	21,718
Charge for year	-	-	9,070	-	9,070
Disposals	-	-	(24,301)	-	(24,301)
At 31 December 2024	-	-	6,487	-	6,487
Net book values					
At 31 December 2024	10,007	205,857	32,438	16	248,318
At 31 December 2023	10,007	205,857	9,277	16	225,157

Mobile classrooms are written down on acquisition to a nominal value of £1 since they are considered to have no net realisable value to the Board.

The freehold property consists of one piece of land at a cost of £10,000 at the Bennett Memorial CE Secondary School and seven open schools which are included at a nominal value of £1 each which reflects the lack of realisable value of the schools to the Board.

The social investment property comprises additional accommodation purchased for Aylesford St Peter's CE Primary School at a cost of £205,857. The charity received quarterly rental income of £2,170 in respect of this property. No depreciation was charged in the year.

The social investment property is integral to the school, without which the school cannot operate and as such could not be sold without the school closing. The rental yield is approximately 4.2%. On this basis, the Trustees consider £205,857 (2023: £205,857) represents the fair value of the social investment property.

INCORPORATED ROCHESTER DIOCESAN BOARD OF EDUCATION AND ITS SUBSIDIARY

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2024

11. INVESTMENTS

	Cost 2024 £	Market Value 2024 £	Cost 2023 £	Market Value 2023 £
Quoted Investments				
CBF Investment Fund	796,477	4,019,175	796,477	3,929,241
Sarasin Endowments Fund Class A Inc - DBE	1,764,870	2,470,790	1,764,870	2,274,665
Sarasin Endowments Fund Class A Inc - School Imp.	150,651	213,509	150,651	196,561
	<u>2,711,998</u>	<u>6,703,474</u>	<u>2,711,998</u>	<u>6,400,467</u>
Unquoted Investments				
The Diocesan Schools Agency Ltd	-	51	-	51
	<u>-</u>	<u>6,703,525</u>	<u>-</u>	<u>6,400,518</u>
		2024		2023
		£		£
Brought forward at 1 January		6,400,467		5,926,592
Additions		-		391
Disposals		-		-
Unrealised gains/(losses)		303,007		473,484
Realised gains/(losses)		-		-
		<u>6,703,474</u>		<u>6,400,467</u>
Carried forward at 31 December		6,703,474		6,400,467

All quoted investments are tier one investments.

The £51 unquoted investment relates to the cost of 100% of the issued ordinary share capital of the Diocesan Schools Agency Limited a company registered in England and Wales (Reg no 2892269). It is a trading company which transfers all taxable profits to its holding company, this Charitable Company. The amount transferred to the charity excluding staff costs contribution was £44,441 (2023: £43,538). The aggregate of share capital and reserves was £200 (2023: £200).

The CBF Investment Fund's share value will reflect fluctuations in share prices and currency exchange rates. The Fund includes tangible assets such as property. Any property within the Fund is valued by an external property valuer; any such valuations are a matter of opinion rather than fact.

The Sarasin Investment Fund's share value will reflect fluctuations in share prices and currency exchange rates. The Fund includes tangible assets such as property. Any property within the Fund is valued by an external property valuer; any such valuations are a matter of opinion rather than fact.

INCORPORATED ROCHESTER DIOCESAN BOARD OF EDUCATION AND ITS SUBSIDIARY

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2024

12. DEBTORS

	Consolidated 2024 £	Charity 2024 £	Consolidated 2023 £	Charity 2023 £
Consolidated Ed. Endowments - Capital				
Other Debtors				
Rent Receivable	-	-	-	-
Consolidated Ed. Endowments - Income				
Other Debtors				
Contributions from Schools receivables	4,122	4,122	9,988	9,988
CBF Investment Fund interest	1,025	1,025	-	-
Diocesan Board of Finance	-	-	5,381	5,381
	5,147	5,147	15,369	15,369
Unrestricted Funds				
Diocesan Board of Finance	62,269	-	57,488	-
Amounts due from RDBF/The DSA	-	51,441	-	50,538
	62,269	51,441	57,488	50,538
	67,416	56,588	72,857	65,907

13. CREDITORS

	Consolidated 2024 £	Charity 2024 £	Consolidated 2023 £	Charity 2023 £
Consolidated Ed. Endowments - Income				
Other Creditors				
SCA grants payables	255,972	255,972	156,946	156,946
Contributions from Governors payables	24,427	24,427	12,140	12,140
Diocesan Board of Finance	25,046	25,046	-	-
Bequest for religious artefacts	103	103	103	103
Trust funds held on behalf of third parties	10	10	10	10
Audit fees	1,544	1,544	1,404	1,404
	307,102	307,102	170,603	170,603
Corporate Funds - General				
Other Creditors				
Diocesan Board of Finance	10,582	6,389	7,238	6,338
Accruals and deferred income	-	-	-	-
Audit fees	12,613	6,178	11,466	5,616
	23,195	12,567	18,704	11,954
	330,297	319,669	189,307	182,557

INCORPORATED ROCHESTER DIOCESAN BOARD OF EDUCATION AND ITS SUBSIDIARY

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2024

14. TRANSFERS BETWEEN FUNDS

There was a transfer of £57,441 from the Corporate Funds General to the School Improvement Fund that relates to the surplus in respect of the trading subsidiary. There was also a transfer of unapplied total return of £340,538 from Capital Fund to Revenue Fund.

15. RELATED THIRD PARTY TRANSACTIONS

Employees of the Rochester Diocesan Board of Education are jointly employed by The Rochester Diocesan Society and Board of Finance ('RDBF'). The RDBF operates both a defined benefit pension arrangement and defined contribution pension schemes, shared HR, IT, communication and financial administration services. The RDBF charge an apportionment of office and administration expenses for the shared premises. Some Trustees of the Board of Education are appointed by the Deanery Synods.

During the year taxable profits of £51,441 (2023: £50,538) will be transferred from the Diocesan Schools Agency to the Incorporated Rochester Diocesan Board of Education. Note 12 details the amount outstanding as at 31 December 2024 and 2023. A £6,000 (2023: £6,000) contribution towards staff costs was received from the Diocesan Schools Agency to the Incorporated Rochester Diocesan Board of Education.

At 31 December 2024 the RDBF held a bank overdraft on behalf of the RDBE totalling £31,435 (2023: £957).

The Board of Education acts as a member with a limited liability of £10 for the following Multi Academy Trusts:- Aquinas, MAST, Amadeus, Trinitas, Alethia, Pilgrim. Additionally the Rochester Diocesan Board of Education also appoints governors to Voluntary Aided and Voluntary Controlled Schools. The Diocesan Schools Agency provides services to the Multi Academy Trusts, Voluntary Aided and Voluntary Controlled Schools at an arms-length basis at the discretion of the schools.

As at the 31 December 2024 the following was owed in respect of related parties

- a. £4,122 was owed by Church school governing bodies (see note 12 - Debtors - Contributions from Governors)
- b. £31,435 was owed to the Diocesan Board of Finance.

16. PENSION SCHEME

Staff Defined Benefit Scheme

The Rochester Diocesan Society and Board of Finance ('RDBF') operates a defined benefit pension arrangement called the Rochester Diocesan Staff Retirement Benefit Scheme '(the Scheme)'. This scheme is closed to new members. 1 member of staff employed by the Board is included within this scheme. The Scheme provides benefits based on final salary and length of service on retirement, leaving service or death. The following disclosures exclude any allowance for defined contribution schemes operated by the Employer. No allowance has been made for discretionary benefits. Board of Education staff are jointly employed by the RDBF and RDBE.

The Scheme is subject to the Statutory Funding Objective under the Pensions Act 2004. A valuation of the Scheme is carried out at least once every three years to determine whether the Statutory Funding Objective is met. As part of the process the Employer must agree with the Trustees of the Scheme that the contributions to be paid to meet the Statutory Funding Objective.

The most recent comprehensive actuarial valuation of the Scheme was carried out as at 31 March 2024. The next valuation of the Scheme is due as at 31 March 2027. In the event that the valuation reveals a larger deficit than expected the RDBF may be required to increase contributions above those set out in the existing Schedule of Contributions. Conversely, if the position is better than expected, it is possible that contributions may be reduced.

The Scheme is managed by a board of Trustees appointed in part by the RDBF and part from elections by members of the Scheme. The Trustees have responsibility for obtaining valuations of the fund, administering benefit payments and investing the Scheme's assets. The Trustees delegate some of these functions to their professional advisers where appropriate.

There were no plan amendments, curtailments or settlements through the period.

At 31 December 2024 the FRS valuation, which is based on different underlying assumptions to the actuarial valuation, calculated a surplus in the Scheme of £2,836k (2023: £2,609k). Under FRS102 the Employer is only allowed to recognise such assets in its balance sheet to the extent that it can recover the surplus either through reduced contributions in the future or through refunds from the plan. As RDBF is unable to recover the surplus, the asset value of the Scheme at 31 December 2024 reflected in the RDBF accounts is nil. This compares to an asset value of nil at the previous review date.

The Board are not a named legal party to the Scheme and deficits, if applicable, are included within the RDBF annual accounts. The funding arrangements for this scheme are set out in the RDBF financial statements, the Board's proportion cannot be identified and therefore no further details of surpluses/deficits are included within these accounts apart from the annual contributions made by the Board to the Scheme which in 2024 totalled £22,277 (2023: £21,216).

Defined Contribution Scheme

A defined contribution scheme is operated. Amounts payable in the year amounted to £4,352 in 2024 (2023: £4,185).

INCORPORATED ROCHESTER DIOCESAN BOARD OF EDUCATION AND ITS SUBSIDIARY

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2024

17. CONSOLIDATED COMPARATIVE ANALYSIS OF FUNDS 2024

1. Analysis of movements in Funds

a Consolidated

	Unrestricted Funds	Restricted Funds	Endowment Funds	Total 2024	Total 2023
	£	£	£	£	£
Balance at 1 January 2024	344,981	335,663	6,079,044	6,759,688	6,415,932
Income in the year	111,348	1,411,283	184,859	1,707,490	1,729,290
Expenditure in the year	(45,973)	(1,856,215)	-	(1,902,188)	(1,859,018)
Movements on investments	16,948	-	286,059	303,007	473,484
Transfers between funds	-	340,538	(340,538)	-	-
Balance at 31 December 2024	427,304	231,269	6,209,424	6,867,997	6,759,688

b Charity

	Unrestricted Funds Corporate Funds General	Unrestricted Funds School Improvements	Restricted Funds Consolidated Educational Income	Endowment Funds Endowments Capital	Total 2024	Total 2023
	£	£	£	£	£	£
Balance at 1 January 2024	-	344,832	335,663	6,079,044	6,759,539	6,415,783
Income in the year	58,054	7,934	1,411,283	184,859	1,662,130	1,669,948
Expenditure in the year	(613)	-	(1,856,215)	-	(1,856,828)	(1,799,676)
Movements on investments	-	16,948	-	286,059	303,007	473,484
Transfers between funds	(57,441)	57,441	340,538	(340,538)	-	-
Balance at 31 December 2024	-	427,155	231,269	6,209,424	6,867,848	6,759,539

2. Analysis of net assets between Funds

a Consolidated

	Tangible Fixed Assets £	Fixed Asset Investments £	Net Current Assets £	Total 2024 £	Total 2023 £
Restricted Funds					
Consolidated Educational Endowments - Income	10,007	231,269	(10,007)	231,269	335,663
Endowment Funds					
Consolidated Educational Endowments - Capital	238,311	6,258,696	(287,583)	6,209,424	6,079,044
Unrestricted Funds					
Corporate Funds - General	-	-	(51)	(51)	(51)
School Improvement Fund	-	213,509	213,646	427,155	344,832
Non-charitable trading funds held by subsidiary	-	-	200	200	200
	248,318	6,703,474	(83,795)	6,867,997	6,759,688

b Charity

	Tangible Fixed Assets £	Fixed Asset Investments £	Net Current Assets £	Total 2024 £	Total 2023 £
Restricted Funds					
Consolidated Educational Endowments - Income	10,007	231,269	(10,007)	231,269	335,663
Endowment Funds					
Consolidated Educational Endowments - Capital	238,311	6,258,696	(287,583)	6,209,424	6,079,044
Unrestricted Funds					
Corporate Funds - General	-	51	(51)	-	-
School Improvement Fund	-	213,509	213,646	427,155	344,832
	248,318	6,703,525	(83,995)	6,867,848	6,759,539

INCORPORATED ROCHESTER DIOCESAN BOARD OF EDUCATION AND ITS SUBSIDIARY

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2024

17a. ANALYSIS OF FUNDS

3. Total Return Approach to investment of permanent endowment

	Trust for investment £	Unapplied total return £	Total 2024 £	Trust for investment £	Unapplied total return £	Total 2023 £
At 1 January						
Gift component of the permanent endowment	4,385,855	-	4,385,855	4,217,168	-	4,217,168
Unapplied total return	-	1,693,189	1,693,189	-	1,833,321	1,833,321
Total	4,385,855	1,693,189	6,079,044	4,217,168	1,833,321	6,050,489
Movements in the reporting period						
Transfer to trust for investment - indexation	109,646	(109,646)	-	168,687	(168,687)	-
Investment return: dividends and interest	-	184,859	184,859	-	179,344	179,344
Investment return: realised and unrealised gains and (losses)	-	286,059	286,059	-	462,920	462,920
Total	109,646	361,272	470,918	168,687	473,577	642,264
Unapplied total return allocated to income in the reporting period	-	(340,538)	(340,538)	-	(613,709)	(613,709)
Net movement in the reporting period:	109,646	20,734	130,380	168,687	(140,132)	28,555
Gift component of the permanent endowment	4,495,501	-	4,495,501	4,385,855	-	4,385,855
Unapplied total return	-	1,713,923	1,713,923	-	1,693,189	1,693,189
Total at 31 December	4,495,501	1,713,923	6,209,424	4,385,855	1,693,189	6,079,044

4. Restricted Funds

	Balance at 1 January 2024 £	Income £	Expenditure £	Transfers £	Balance at 31 December 2024 £
Consolidated Educational Endowments - Income	-	14,857	(355,395)	340,538	-
Department of Education Grants	335,663	1,396,426	(1,500,820)	-	231,269
	335,663	1,411,283	(1,856,215)	340,538	231,269
	Balance at 1 January 2023 £	Income £	Expenditure £	Transfers £	Balance at 31 December 2023 £
Consolidated Educational Endowments - Income	(307,434)	13,996	(320,271)	613,709	-
Department of Education Grants	402,089	1,412,457	(1,478,883)	-	335,663
	94,655	1,426,453	(1,799,154)	613,709	335,663

INCORPORATED ROCHESTER DIOCESAN BOARD OF EDUCATION AND ITS SUBSIDIARY

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2024

18. TRUSTEESHIPS

The Board of Education act as Trustees for the following Church of England Schools within the Diocese.

Belvedere Trinity CE Secondary School	Leybourne St Peter and St Paul CE Primary School
Belvedere St Augustine's of Canterbury CE Primary School	Northfleet St Botolph CE Primary School
Bennett Memorial Diocesan CE Secondary School	Penge St John CE Primary School
Bredhurst CE Primary School	Pilgrim CE Primary School
Broadwater Down St Mark CE Primary School	Platt CE Primary School
Bromley Bishop Justus CE Secondary School	Rainham St Margaret CE Primary School
Bromley St Mark CE Primary School	Rusthall St Paul CE Primary School
Bromley Parish CE Primary School	Seal CE Primary School
Burham CE Primary School	Sevenoaks St John CE Primary School
Chatham St John CE Infants School	Shorne CE Primary School
Chiddingstone CE Primary School	Snodland CE Primary School
Chislehurst St Nicholas CE Primary School	Southborough CE Primary School
Cliffe St Helen CE Primary School	St Paul's Cray CE Primary School
Crayford St Paulinus CE Primary School	St Mary's Island CE Primary School
Dartford Holy Trinity CE Primary School	Stone St Mary's CE Primary School
Ditton CE Primary School	Strood St Nicholas CE Primary School
Erith Christchurch CE Primary School	Sundridge & Brasted CE Primary School
Falconwood Bishop Ridley CE Primary School	Sutton at Hone CE Primary School
Grain St James CE Primary School	Swanley St Paul CE Primary School
Gravesend Holy Trinity CE Primary School	Swanley St Mary CE Primary School
Gravesend St George's CE Secondary School	Troy Town St Margaret CE Primary School
Hever CE Primary School	Trottscliffe CE Primary School
High Brooms St Matthew CE Primary School	Tunbridge Wells St James CE Infants School
Horton Kirby CE Primary School	Tunbridge Wells St James CE Junior School
Hunton CE Primary School	Tunbridge Wells St Marks CE Primary School
Ide Hill CE Primary School	Tunbridge Wells St Peters CE Primary School
Keston CE Primary School	Wateringbury CE Primary School
Knockholt St Katharines CE Primary School	West Kingsdown St Edmund's CE Primary School
Lamorbey Holy Trinity CE Primary School	West Malling CE Primary School
Lamberhurst St Mary's CE Primary School	Westerham Churchill CE Primary School
Langafel CE Primary School	Wrotham St George CE Primary School

19. TRUST FUNDS

At the year end the charitable company held, in separate deposit accounts, £2,082,689 (2023: £1,987,699) on behalf of a number of Church of England schools.

	£
<i>At 31 December 2023</i>	<i>1,987,699</i>
New money received	53
Purchase of investments	-
Sale of investments	-
Interest and dividends received	91,124
Rentals received	-
Withdrawals in respect of sundry grants	(5,300)
Investment gain / (loss)	9,113
At 31 December 2024	2,082,689

INCORPORATED ROCHESTER DIOCESAN BOARD OF EDUCATION AND ITS SUBSIDIARY

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2024

20. CONSOLIDATED COMPARATIVE ANALYSIS OF FUNDS 2023

1. Analysis of movements in Funds

a Consolidated

	Unrestricted Funds	Restricted Funds	Endowment Funds	Total 2023
	£	£	£	£
Balance at 1 January 2023	270,788	94,655	6,050,489	6,415,932
Income in the year	123,493	1,426,453	179,344	1,729,290
Expenditure in the year	(59,864)	(1,799,154)	-	(1,859,018)
Movements on investments	10,564	-	462,920	473,484
Transfers between funds	-	613,709	(613,709)	-
Balance at 31 December 2023	344,981	335,663	6,079,044	6,759,688

b Charity

	Unrestricted Funds Corporate Funds General	Unrestricted Funds School Improvements	Restricted Funds Consolidated Educational Income	Endowment Funds Endowments Capital	Total 2023
	£	£	£	£	£
Balance at 1 January 2023	-	270,639	94,655	6,050,489	6,415,783
Income in the year	57,060	7,091	1,426,453	179,344	1,669,948
Expenditure in the year	(522)	-	(1,799,154)	-	(1,799,676)
Movements on investments	-	10,564	-	462,920	473,484
Transfers between funds	(56,538)	56,538	613,709	(613,709)	-
Balance at 31 December 2023	-	344,832	335,663	6,079,044	6,759,539

INCORPORATED ROCHESTER DIOCESAN BOARD OF EDUCATION AND ITS SUBSIDIARY

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2024

20. CONSOLIDATED COMPARATIVE ANALYSIS OF FUNDS 2023

2. Analysis of net assets between Funds

a Consolidated	Tangible Fixed Assets	Fixed Asset Investments	Net Current Assets	Total 2023
	£	£	£	£
Restricted Funds				
Consolidated Educational Endowments - Income	10,007	335,663	(10,007)	335,663
Endowment Funds				
Consolidated Educational Endowments - Capital	215,150	5,868,243	(4,349)	6,079,044
Unrestricted Funds				
Corporate Funds - General	-	-	(51)	(51)
School Improvement Fund	-	-	344,832	344,832
Non-charitable trading funds held by subsidiary	-	-	200	200
	225,157	6,203,906	330,625	6,759,688
b Charity	Tangible Fixed Assets	Fixed Asset Investments	Net Current Assets	Total 2023
	£	£	£	£
Restricted Funds				
Consolidated Educational Endowments - Income	10,007	335,663	(10,007)	335,663
Endowment Funds				
Consolidated Educational Endowments - Capital	215,150	5,868,243	(4,349)	6,079,044
Unrestricted Funds				
Corporate Funds - General	-	-	-	-
School Improvement Fund	-	-	344,832	344,832
	225,157	6,203,906	330,476	6,759,539

INCORPORATED ROCHESTER DIOCESAN BOARD OF EDUCATION AND ITS SUBSIDIARY

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2024

21. CONSOLIDATED COMPARATIVE STATEMENT OF FINANCIAL ACTIVITIES 2023

a Consolidated	Unrestricted Funds	Restricted Funds	Endowment Funds	Total 2023
	£	£	£	£
INCOME FROM:				
Charitable activities	-	1,412,457	-	1,412,457
Other trading activities	115,880	-	-	115,880
Investments	7,613	9,528	170,663	187,804
Other income	-	4,468	8,681	13,149
TOTAL INCOME	123,493	1,426,453	179,344	1,729,290
EXPENDITURE ON:				
Other trading costs	59,342	-	-	59,342
Charitable activities:				
Schools' work	522	320,271	-	320,793
Department of Education grants projects	-	1,478,883	-	1,478,883
TOTAL EXPENDITURE	59,864	1,799,154	-	1,859,018
Net income/(expenditure) for the year before gains/losses on investments	63,629	(372,701)	179,344	(129,728)
Unrealised gains / (losses) on investments	10,564	-	462,920	473,484
Net income/(expenditure) for the year	74,193	(372,701)	642,264	343,756
Transfers between funds	-	-	-	-
Transfers between funds - Total Unapplied Return	-	613,709	(613,709)	-
Net movement in funds	74,193	241,008	28,555	343,756
Fund balances brought forward as previously stated	270,788	94,655	6,050,489	6,415,932
Fund balances carried forward	344,981	335,663	6,079,044	6,759,688

INCORPORATED ROCHESTER DIOCESAN BOARD OF EDUCATION AND ITS SUBSIDIARY

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2024

21. CONSOLIDATED COMPARATIVE STATEMENT OF FINANCIAL ACTIVITIES 2023

b Charity	Unrestricted Funds Corporate Funds General £	Unrestricted Funds School Improvements £	Restricted Funds Consolidated Educational Income £	Endowment Funds Capital £	Total 2023 £
INCOME FROM:					
Charitable activities	-	-	1,412,457	-	1,412,457
Income from subsidiary	56,538	-	-	-	56,538
Investments	522	7,091	9,528	170,663	187,804
Other income	-	-	4,468	8,681	13,149
TOTAL INCOME	57,060	7,091	1,426,453	179,344	1,669,948
EXPENDITURE ON:					
Charitable activities					
Schools' work	522	-	320,271	-	320,793
Department of Education grants projects	-	-	1,478,883	-	1,478,883
TOTAL EXPENDITURE	522	-	1,799,154	-	1,799,676
Net income/(expenditure) for the year before gains/losses on investments	56,538	7,091	(372,701)	179,344	(129,728)
Unrealised gains/(losses) on investments	-	10,564	-	462,920	473,484
Net income/(expenditure) for the year	56,538	17,655	(372,701)	642,264	343,756
Transfers between funds	(56,538)	56,538	-	-	-
Transfers between funds - Total Unapplied Return	-	-	613,709	(613,709)	-
Net movement in funds	-	74,193	241,008	28,555	343,756
Fund balances brought forward as previously stated	-	270,639	94,655	6,050,489	6,415,783
Fund balances carried forward	-	344,832	335,663	6,079,044	6,759,539

INCORPORATED ROCHESTER DIOCESAN BOARD OF EDUCATION AND ITS SUBSIDIARY

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2024

22. CONSOLIDATED COMPARATIVE BALANCE SHEET AT 31 DECEMBER 2023

a Consolidated	Unrestricted Funds	Restricted Funds	Endowment Funds	Total 2023
	£	£	£	£
Fixed Assets				
Tangible Fixed Assets	-	10,007	215,150	225,157
Investments	196,561	335,663	5,868,243	6,400,467
	196,561	345,670	6,083,393	6,625,624
Current Assets				
Debtors	57,488	15,369	-	72,857
CBF Deposits	40,772	33,183	-	73,955
Sarasin Deposits	-	-	-	-
Bank Deposits	68,864	-	-	68,864
Cash at Bank - Current Account	-	29,349	(4,349)	25,000
Cash at Bank - Business Reserve	-	82,695	-	82,695
	167,124	160,596	(4,349)	323,371
Current Liabilities				
Creditors	18,704	170,603	-	189,307
	18,704	170,603	-	189,307
Net Current Assets / (Liabilities)	148,420	(10,007)	(4,349)	134,064
Total Assets Less Current Liabilities	344,981	335,663	6,079,044	6,759,688
Net Assets	344,981	335,663	6,079,044	6,759,688
Funds				
Unrestricted - General	(51)	-	-	(51)
Designated - School Improvements	344,832	-	-	344,832
Restricted	-	335,663	-	335,663
Endowment	-	-	6,079,044	6,079,044
Non-charitable trading funds held by subsidiary	200	-	-	200
	344,981	335,663	6,079,044	6,759,688

INCORPORATED ROCHESTER DIOCESAN BOARD OF EDUCATION AND ITS SUBSIDIARY

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2024

22. CONSOLIDATED COMPARATIVE BALANCE SHEET AT 31 DECEMBER 2023

b Charity	Unrestricted Funds Corporate Funds General £	Unrestricted Funds School Improvements £	Restricted Funds Consolidated Educational Income £	Endowment Funds Capital £	Total 2023 £
Fixed Assets					
Tangible Fixed Assets	-	-	10,007	215,150	225,157
Investments	51	196,561	335,663	5,868,243	6,400,518
	51	196,561	345,670	6,083,393	6,625,675
Current Assets					
Debtors	-	50,538	15,369	-	65,907
CBF Deposits	11,903	28,869	33,183	-	73,955
Sarasin Deposits	-	-	-	-	-
Bank Deposits	-	68,864	-	-	68,864
Cash at Bank - Current Account	-	-	29,349	(4,349)	25,000
Cash at Bank - Business Reserve	-	-	82,695	-	82,695
	11,903	148,271	160,596	(4,349)	316,420
Current Liabilities					
Creditors	11,954	-	170,603	-	182,557
	11,954	-	170,603	-	182,557
Net Current Assets/(Liabilities)	(51)	148,271	(10,007)	(4,349)	133,864
Total Assets Less Current Liabilities	-	344,832	335,663	6,079,044	6,759,539
Net Assets	-	344,832	335,663	6,079,044	6,759,539
Funds					
Unrestricted	-	344,832	-	-	344,832
Restricted	-	-	335,663	-	335,663
Endowment	-	-	-	6,079,044	6,079,044
	-	344,832	335,663	6,079,044	6,759,539

Accounts

INCORPORATED ROCHESTER DIOCESAN BOARD OF EDUCATION AND ITS SUBSIDIARY

ANNUAL REPORT AND FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2023

INCORPORATED ROCHESTER DIOCESAN BOARD OF EDUCATION AND ITS SUBSIDIARY

ANNUAL REPORT

FOR THE YEAR ENDED 31 DECEMBER 2023

ADMINISTRATIVE DETAILS

TRUSTEES

No Trustee had any beneficial interest in the company during 2023. The following Trustees served during 2023

The Rt. Rev. Dr. J. Gibbs	The Lord Bishop of Rochester
The Rt. Rev. S. Burton - Jones - Chair	Bishop's nominated representative
The Rev. N. Bourne	Co-option
The Rev. Dr. J. Bowen	Diocesan Synod elected - clergy
The Rev. R. Bristow	Diocesan Synod elected - clergy
Fr. J. Caster	Co-option
Mr. J. J. King	Diocesan Synod elected - lay
Mr. L. Kings	Co-option
Mr. M. Lillie	Co-option (secondary Headteacher)
Mr. A. Longmuir	Diocesan Synod elected - lay (Resigned 12 March 2023)
Mrs. S. Phillips	Co-option (primary Headteacher - Resigned 31 August 2023)
Mrs. A. McGarrigle	Co-option (primary Headteacher - Appointed 1 September 2023)

The 2023 Board Reconstitution composition and membership is detailed on page 8 Structure and Governance.

The charity is relying upon the guidance issued by the Charities Commission in relation to the induction and training of Trustees. In 2022, an induction meeting took place, where an information pack was issued and Senior Members of staff presented key responsibilities.

SENIOR STAFF AND ADVISERS

Director of Education	John Constanti
Deputy Director of Education	Virginia Corbyn (Retired 31/08/23)
Deputy Director of Education	Gemma Hitch (Appointed 01/09/23)

Registered Office 1 The Sanctuary Westminster London SW1P 3JT

Principal Office Diocesan Office St. Nicholas' Church Boley Hill Rochester Kent ME1 1SL

Bankers National Westminster Bank Plc Chatham Branch 148 High Street Chatham Kent ME4 4DB

Auditors Crowe U.K. LLP Riverside House 40-46 High Street Maidstone Kent ME14 1JH

Solicitors Stone King LLP Boundary House 91 Charterhouse St. Barbican London EC1M 6HR

Investment Advisers CCLA Investment Management Ltd
One Angel Lane London EC4R 3AB
and
Sarasin & Partners LLP
Juxon House 100 St Paul's Churchyard London EC4M 8BU

Insurers Ecclesiastical Insurance Office plc Beaufort House Brunswick Road Gloucester GL1 1JZ

INCORPORATED ROCHESTER DIOCESAN BOARD OF EDUCATION AND ITS SUBSIDIARY

ANNUAL REPORT

FOR THE YEAR ENDED 31 DECEMBER 2023

The Trustees, who are also Directors for the purposes of company law, present their annual report, together with the audited financial statements for the year ended 31 December 2023.

The Directors/Trustees are one and the same and in signing as Trustees they are also signing the Strategic Report sections in their capacity as Directors.

This combined report satisfies the legal requirements for:
a Directors Report of a charitable company,
a Trustees' Annual Report under the Charities Act 2011.

MISSION STATEMENT

To support and encourage the work of schools, churches and parishes across the Diocese of Rochester in Christian distinctiveness through excellent education of children and young people.

LEGAL OBJECTS

The Incorporated Rochester Diocesan Board of Education's objects are confirmed within the objects clause of its Memorandum and Articles of Association which are:

1. To maintain and extend education in and knowledge of the Christian religion in general and the faith and practice of the Church of England in particular to all sections of the community within the Diocese of Rochester.
2. To carry out the functions of the Diocesan Board of Education for the Diocese of Rochester under the provisions of the Diocesan Boards of Education Measure 2021 and any legislation amending, supplementing or replacing the same.

The Diocese of Rochester Consolidated Educational Endowments were created by a resolution of the Board passed on 9 November 1994 and are held on the terms of the Uniform Statutory Trusts under Schedule 36 of the Education Act 1996.

In addition Trust Funds are held on behalf of schools. Please refer to note 19 in the financial statements for details of the assets held in this capacity.

STRATEGIC AIMS

The Trustees and officers have continued to work towards achieving the 2022 - 2024 agreed triennial aims and objectives of the Board which can be summarised as follows.

1. To actively promote and support Christian Distinctiveness through developing high quality teaching and learning, leadership and effective governance of our Church schools.
2. To provide focussed support for school effectiveness in order that our Church schools are judged good or better or J1 in both the OFSTED and SIAMS inspection frameworks.
3. To improve the quality of teaching and learning of Religious Education in Church primary schools sharing best practice and offering professional development opportunities for all teaching staff in Church primary schools.
4. To develop effective strategic partnerships with Local Authorities, Teaching Schools Alliances, Multi Academy Trusts and other key stakeholders ensuring that every Church school is part of an informal, formal or structural collaboration which supports their Christian Distinctiveness, school effectiveness and sustainable future.
5. To ensure the good stewardship and effective deployment of the Board of Education's resources, to ensure its sustainable future and ability to deliver its triennial aims and key priorities.
6. To take opportunities for growth through the establishment of new Church schools and maintaining existing Church schools.

OBJECTIVES FOR THE YEAR

The Trustees and officers, of the Board, have continued to work towards achieving the agreed triennial aims and objectives of the Board, as outlined above.

ANNUAL REPORT

FOR THE YEAR ENDED 31 DECEMBER 2023

ACTIVITIES AND ACHIEVEMENTS IN THE YEAR

1. To actively promote and support Christian Distinctiveness through developing high quality teaching and learning, leadership and effective governance of our Church schools.
 - a. The skills audit template continues to be used during the Foundation governor appointment process to ensure that those appointed have the requisite skills and experience to serve.
 - b. Officers or our associate consultants are, wherever possible, involved throughout the appointment process for new Head Teachers liaising with Local Authority officers and governors to ensure the best candidates are appointed.
 - c. We consulted over our training programme and as a result have revised the support and courses offered. Bespoke training is also delivered to governing bodies and MATs, as requested.
 - d. Members of the education team, our Associates and School Improvement partners have supported our Church schools with Head Teacher appraisals, training, school advisory visits, leadership, scoping, IEB and Schools Causing Concern meetings. Support can also be commissioned to provide coaching for head teachers together with packages of mentoring / supervision support.
 - e. The education team regularly review those schools considered to be vulnerable and deploy various measures to support them.
2. To provide targeted challenge and focussed support for school effectiveness in order that our Church schools are judged good or better in both the OFSTED and SIAMS inspection frameworks.
 - a. Over the course of the year, training on the latest SIAMS framework has been delivered by the Deputy Director to support the implementation and improvement of Diocesan schools as Church schools.
3. To improve the quality of teaching and learning of Religious Education in Church primary schools and sharing best practice and offering professional development opportunities for all teaching staff in Church primary schools.
 - a. The Deputy Director of Education provided further support by undertaking SIAMS ready visits, new Head Teacher visits, bespoke training for RE subject leaders and has provided various training courses.

INCORPORATED ROCHESTER DIOCESAN BOARD OF EDUCATION AND ITS SUBSIDIARY

ANNUAL REPORT

FOR THE YEAR ENDED 31 DECEMBER 2023

ACTIVITIES AND ACHIEVEMENTS IN THE YEAR (CONTINUED)

4. To develop effective strategic partnerships with Local Authorities, Teaching Schools Alliance, Multi Academy Trusts (MATs) and other key stakeholders ensuring that every Church school is part of an informal, formal or structural collaboration which supports their Christian Distinctiveness, school effectiveness and sustainable future.
- a. The Director of Education continued to work closely with schools and Multi Academy Trusts (MATs) in relation to their conversion and growth.
- b. The Director of Education continued to assist in developing the national Church educational policy.
- c. The Director and Deputy Director of Education liaises regularly with local authorities about the performance of schools.

The following tables provide details of the status of our Church schools and our Church Multi Academy Trusts (MATs) membership.

Table 1 - Church of England schools by status and sector in Diocese of Rochester

School Status	Number of Primary Schools	Number of Secondary Schools
Voluntary Aided (VA)	18	1
Voluntary Controlled (VC)	28	0
Academies & Free Schools	39	5

Table 2 - Church Multi-Academy Trusts in the Diocese of Rochester

Name of MAT	Local Authority Area	Number of academies
Aletheia Anglican Academies Trust	Kent	12
Amadeus Primary Academies Trust	Bexley	6
Aquinas Church of England Education Trust	Bromley	11
Inspire Academy Movement Trust	Kent	3
Medway Anglican School Trust	Medway	4
Pilgrim Academy Trust	Medway	4
Tenax Trust	Kent/Sussex	8
Trinitas Academy Trust	Bexley	7

5. To ensure the good stewardship and effective deployment of the Board of Education's resources, to ensure its sustainable future and ability to deliver its triennial aims and key priorities.
- a. For several different reasons financial markets were turbulent during 2023 and the Finance and Resources Committee reviewed and monitored, on a quarterly basis, investment yields and growth.
- b. The main points associated with the Board of Education's finances in 2023 can be summarised as follows:
 - i. The operational surplus decreased from £324,587 in 2022 to a deficit of £129,728 in 2023.
 - ii. Investment income increased from £182,114 in 2022 to £187,804 in 2023.
 - iii. Unrealised loss on investments of £808,211 in 2022 compared to a £473,484 unrealised gain in 2023.
 - iv. The Board of Education's Endowment funds balance increased from £6,050,489 in 2022 to £6,079,044 in 2023.
 - v. The Board's income funds were £1,683,500 in 2022 compared to £1,729,290 in 2023 which includes the gross income from the Diocesan Schools Agency Ltd.
6. In May 2019, the trustees approved to adopt the Total Return approach to investments which enables funds to be available to meet any future deficits of expenditure exceeding income without breaching the requirements of the restricted funds.
7. To take opportunities for growth through the establishment of new Church schools and maintaining existing Church schools.
- b. The project delivery of the new Secondary School in Ebbsfleet garden city (Alkerden) with the Aletheia Anglican Academies Trust progresses.

FUTURE PLANS

The Trustees and officers, of the Board, will continue to work towards achieving the agreed strategic aims of the Board, for the triennium, as previously outlined on page 2.

ANNUAL REPORT

FOR THE YEAR ENDED 31 DECEMBER 2023

FINANCIAL REVIEW

1. Financial Performance

A number of global challenges impacted on operations and finances during the year and the key elements are highlighted below.

A comparison of the income received for 2022 and 2023 can be summarised as follows:

- a. The subsidiary trading company surplus increased by £7,653 from a surplus of £42,885 in 2022 to a surplus of £50,538 in 2023.
- b. Investment income increased by £5,690 from £182,114 in 2022 to £187,804 in 2023.
- c. Unrealised loss on investments of £808,211 in 2022 compared to a £473,874 unrealised gain in 2023.

A comparison of expenditure incurred for 2022 and 2023 can be summarised as follows:

- a. Overall expenditure for schools' work increased by £12,297 from £367,838 in 2022 to £380,135 in 2023.
- b. The schools' work expenditure from the Restricted Income fund increased by £6,707 from £313,564 in 2022 to £320,271 in 2023.
- c. Revenue grant expenditure decreased by £4,062 from £5,842 in 2022 to £1,780 in 2023.
- d. Governance costs increased by £1,170 from £5,850 in 2022 to £7,020 in 2023.

There was a transfer of £613,709 from Capital funds to the Revenue funds.

The various income and expenditure movements for the year had the following impact on reserves:

- a. The Corporate Funds reserve remained unchanged at zero.
- b. The School Improvements Funds reserve increased by £74,193 from £270,639 in 2022 to £344,832 in 2023.
- c. The Restricted Income Fund reserve increased by £241,008 from £94,655 in 2022 to a surplus balance of £335,663 in 2023.
- d. The Endowment Funds reserve increased by £28,555 from £6,050,489 in 2022 to £6,079,044 in 2023.

The Trustees were able to prepare a balanced budget for 2024 and estimate an overall surplus of some £114,143 in 2024.

The Trustees through the Finance and Resources Committee will continue to explore further options in order to increase income and decrease expenditure.

2. Reserves Policy

Reserves are an inherent part of the risk management process. The need for reserves will vary depending on our financial position and forecasts and our assessment of the risks we face at a particular time.

The Trustees have reviewed and approved the 2023 reserves policy which takes account of the predominant risks, challenges and the working capital requirements in both the short and medium term.

It is the Trustees' policy to, wherever possible, meet expenditure by generating income from the restricted funds, the trading subsidiary and from any DBF grant receipts.

The policy previously agreed was to use unrestricted funds before any other funds until those unrestricted reserves reach a nil balance.

The Trustees are aware that income annually excluding unrealised investment gains is presently insufficient to meet the expenditure annually necessary to meet the Trustees' approved activities. Unless and until the two are balanced, the Trustees recognise that they will need to use investment gains less losses each year as calculated on the Total Return fund basis and then, if necessary, utilise any unrestricted reserves and then the Unapplied Total Return Fund to cover any remaining deficit which arises. Accordingly, they will, if necessary, agree annually an amount to be transferred from the Unapplied Total Return Fund to cover that year's deficit if any. Investment gains over and above any needed to cover a deficit for the year in question will be added to this Fund annually and a sum representing inflation on the capital funds of the Board in accordance with CPI rates will be transferred from this Fund to the Trust for Investment capital reserve.

The Diocesan Board of Education also holds restricted reserves which have generally been historically accumulated from the sale of redundant school properties. These restricted reserves can only be used towards the cost of Church of England schools (buildings, resources and advice).

Unrestricted and restricted reserves are largely invested in diversified investment funds which historically rise in value over the long term. The value is monitored regularly by the Board's Finance and Resources Committee, and Trustees have delegated to that Committee the timing and level of sales of investments in order to meet such annual deficit as calculated before unrealised investment gains/losses.

As at 31 December 2023 the total consolidated funds totalled £6,759,688 (2022 £6,415,932) of which £6,414,707 (2022 £6,145,144) were restricted and £344,931 (2022 £270,788) were unrestricted, which are the charity's free reserves.

The 2023 reserves policy and three year aims and objectives for 2022 - 2024 was approved by the Trustees.

INCORPORATED ROCHESTER DIOCESAN BOARD OF EDUCATION AND ITS SUBSIDIARY

ANNUAL REPORT

FOR THE YEAR ENDED 31 DECEMBER 2023

FINANCIAL REVIEW (CONTINUED)

3. Grant Making Policy

When considering school applications for financial assistance, the Trustees will adopt the following priorities:

- a. The total value of grants will be limited to the revenue income. Any grant award, which would necessitate expenditure of the endowment fund, will not normally be approved.
- b. All projects should be approved for grant aid by the DfE and supported by the LA.
- c. New Church Aided primary schools.
- d. New Church Aided secondary schools.
- e. Church Controlled schools deciding to adopt Church Aided status.
- f. Existing Church Aided schools.
- g. Schools serving socially deprived areas.
- h. The Governing Body's financial resources.
- i. Previous projects, at the school, funded by the Board of Education.

4. Investment Policy

The Board has a policy to invest in accordance with the ethical investment policy of the Church of England.

In line with this policy the Trustees considered the most appropriate vehicle for investing funds and found that specialised pooled funds, designed for the church and charity sector and managed by the Central Board of Finance (CCLA) and Sarasin & Partners meet their requirements to generate both income and capital growth.

The performance of investment markets fluctuated during the year. The investment portfolio at 31 December 2023 increased due to a gain of £473,484 (2022 - £808,211 loss)

	2023	2022
	%	%
Actual Total Return Achieved	10.96	(9.39)
ARC Steady Growth Charity Index	7.30	(9.50)

The Charitable Company currently holds £33,183 in cash deposits with the Central Board of Finance (CCLA), which are held in order to provide cash for the charity's operations. Cash deposit interest rates went up considerably during the year compared to 2022.

The Finance and Resources Committee reviews and monitors the performance of the investment funds on a quarterly basis.

5. Related Parties

Employees of the Rochester Diocesan Board of Education are jointly employed by The Rochester Diocesan Society and Board of Finance '(RDBF)'. The RDBF operates both a defined benefit pension arrangement and defined contribution pension schemes, shared HR, IT, communication and financial administration services. The RDBF charge an apportionment of office and administration expenses for the shared premises. Some Trustees of the Board of Education are nominated by the Deanery Synods for the appointment by the Diocesan Synod.

During the year a surplus of £50,538 resulted from the Diocesan Schools Agency, which will be transferred to the Incorporated Rochester Diocesan Board of Education. A £6,000 contribution towards staff costs was received from The Diocesan Schools Agency to the Incorporated Rochester Diocesan Board of Education.

The Board of Education acts as a member with a limited liability of £10 for the following Multi Academy Trusts:- Aquinas, MAST, Amadeus, Trinitas, Alethia, Pilgrim. Additionally the Rochester Diocesan Board of Education also appoints governors to Voluntary Aided and Voluntary Controlled Schools. The Diocesan Schools Agency provides services to the Multi Academy Trusts, Voluntary Aided and Voluntary Controlled Schools at an arms-length basis at the discretion of the schools.

6. Public Benefit

When considering the Incorporated Rochester Diocesan Board of Education and its subsidiary's activities, the Trustees have complied with the duty in Section 4 of the Charities Act 2011 to have due regard to the Charity Commission's general guidance on public benefit. No changes to ongoing activities were considered necessary as the varied works of the Board of Education have always benefited the public in numerous ways as detailed in this report.

7. Going Concern

Accounting standards require the Trustees to consider the appropriateness of the going concern basis when preparing the financial statements. The Trustees regard the going concern basis as being appropriate as the Charitable Company has adequate resources to continue in operational existence for the foreseeable future. The Charitable Company has adequate financing facilities based on the Trustees' review of the forecast and the current level of free reserves available given that the investment and cash balances could be deployed to cover any operating deficit in the short to medium term.

INCORPORATED ROCHESTER DIOCESAN BOARD OF EDUCATION AND ITS SUBSIDIARY

ANNUAL REPORT

FOR THE YEAR ENDED 31 DECEMBER 2023

PRINCIPAL RISKS AND UNCERTAINTIES

The Trustees are responsible for the identification and management of risk and to achieve this, a register of identified risks is maintained and, alongside it a management strategy formed. This is subject to annual review by the Trustees with the responsibility for delivery of the identified management strategies, being delegated to the Director of Education.

In the Trustees' opinion there are established resources and review systems, which under normal conditions, should allow the identified risks to be mitigated to an acceptable level in its day to day management.

No risks were identified in the 2023 or 2022 risk register where the probability and impact of the events is considered "high".

The accounts are approved through appropriate consideration of risks as part of its normal risk management processes and mitigating actions both already taken and available to be taken, trustees consider it appropriate for the going concern basis to be adopted in these accounts.

STRUCTURE AND GOVERNANCE

Summary information about the structure of the Church of England

The Church of England is the established church with His Majesty The King as its Supreme Governor. It is organised into two provinces (Canterbury and York) with a total of 42 Dioceses. Each Diocese is a See under the care of a Bishop who is charged with the cure of souls of all people within the geographical area. This charge is shared with priests within benefices and parishes which are sub divisions of the Diocese. Within each Diocese, overall leadership lies with the Diocesan Bishop, who exercises that input as Bishop within the Diocesan Synod.

The Diocese of Rochester is divided into three Archdeaconries within which there are seventeen deaneries, each with its own Deanery Synod. Within each deanery there are individual ecclesiastical parishes with their own parochial church council, which shares with the parish priest, local responsibility for the mission of the church.

Organisational structure

The Diocesan Boards of Education Measure 2021 confirms that for every Diocese there shall be a Diocesan Board of Education which shall have certain functions and shall be responsible to the Diocesan Synod. The Bishop, after consultation with the Board, shall appoint a Director of Education for the Diocese who shall act as secretary to the Board.

The Incorporated Rochester Diocesan Board of Education is a company limited by guarantee (No. 46014) and a registered charity (No. 1031550) governed by its Memorandum and Articles of Association.

The Board's principal activity is to maintain and extend education in and knowledge of the Christian religion in general and the faith and practice of the Church of England in particular to all sections of the community within the Diocese of Rochester. It was established in its present form on the 19 November 1895.

Governance and policy of the Board is the responsibility of the Trustees, who are also members of the company and trustees for the purposes of charity law.

The Board's composition and membership during the 2023 financial year were governed by its revised Articles of Association. In October 2016, the Diocesan Synod approved proposals for the reconstitution of the DBE. The Secretary of State for Education approved the revised Articles of Association and issued an Order in November 2017.

INCORPORATED ROCHESTER DIOCESAN BOARD OF EDUCATION AND ITS SUBSIDIARY

ANNUAL REPORT

FOR THE YEAR ENDED 31 DECEMBER 2023

STRUCTURE AND GOVERNANCE (CONTINUED)

Organisational structure (continued)

The Trustees' term of office is three years and those who served during the year are shown on page 1.

From January 2022 the Board's composition and membership is summarised as follows.

1. The Bishop.
 2. One Trustee nominated by the Bishop.
 3. Six Trustees elected by Diocesan Synod (i)
 - a. 3 Clerks in Holy Orders (for each of the 3 Archdeacons).
 - b. 3 Lay persons on the electoral roll for their parish (for each of the 3 Archdeacons).
 4. At least 2 Trustees but not more than 6 Trustees co-opted by the DBE
 - a. 2 serving Headteachers at CE schools/academies (one primary and one secondary)
 - b. Up to 4 other Trustees with experience of other area of work with which the DBE is concerned including: finance, legal, HR, school improvement, charity trusteeship, school governorship, leadership or public relations.
- (i) Under 3. Diocesan Synod elected members
- a. These are nominated by Deanery Synods, reviewed by Bishop's Council and then elected by Diocesan Synod.
 - b. Such candidates must either reside or work or worship in the Diocese but need not themselves be members of the Diocesan Synod.
 - c. Any casual vacancy among the elected members (which expression includes the case where insufficient candidates have been nominated to fill the places available) shall be filled in such a manner as may be determined by the Diocesan Synod.

The following Local Authorities within the Diocese shall each be entitled to nominate one person to attend meetings of the Board on the Local Authority's behalf. These persons are not eligible to vote at such meetings and do not hold the position of Trustee or Member of the Charity:

1. The Council of the London Borough of Bexley
2. The Council of the London Borough of Bromley
3. Kent County Council and
4. Medway Council.

Decision making structure

Corporate priorities, the overall financial strategy for the Board, in accordance with its objects, are the responsibility of the Trustees as is their review and monitoring. Operational delivery of these priorities and strategies is delegated to the Director of Education.

The Board meets up to six times a year to conduct its business, approve policy and review the impact of its work. Much of the operational decision-making is delegated to a Finance and Resources Committee and a School Effectiveness Committee which both meet up to three times per year.

These sub-committees are a critical part of the Board's work and provide oversight and monitoring of the key areas of responsibility to ensure that the Diocesan Board of Education (DBE), as an independent, incorporated charitable company, remains compliant with legislation and the requirements of the Charity Commission.

The Trustees are assisted in their work by officers and the following two Committees.

1. Finance and Resources Committee
Meets up to three times per year and reviews and monitors the management and annual accounts, budget, investment performance, school building projects, reserves and risk management policies and external audit.
2. School Effectiveness Committee
Meets up to three times per year and monitors and reviews the performance of Church schools in terms of academic and Christian distinctiveness identifying those that are vulnerable.

INCORPORATED ROCHESTER DIOCESAN BOARD OF EDUCATION AND ITS SUBSIDIARY

ANNUAL REPORT

FOR THE YEAR ENDED 31 DECEMBER 2023

STRUCTURE AND GOVERNANCE (CONTINUED)

Decision making structure (continued)

Trustees are members of the Board and are selected as outlined on page 8. At the beginning of each triennium an induction meeting is arranged for all Trustees led by the Director of Education to brief them on: their legal obligations under charity and company law, the Charity Commission guidance on public benefit, and inform them of the content of the Memorandum and Articles of Association, the committee and decision-making processes, the business plan and recent financial performance of the charity. During the Induction meeting Trustees meet key employees and other Trustees. Trustees are encouraged to attend appropriate external training events where these will facilitate the undertaking of their role.

Charity Governance Code

The Trustees have reviewed the Governance of the Charity in light of the Charity Governance Code which was published in 2017. The Trustees seek to comply with the Code.

Funds held as Custodian Trustee

The Board is custodian trustee of assets held on behalf of church schools and others who act as managing trustees. These assets are not aggregated in the financial statements as the Board does not control them and they are segregated from the Board's own assets by means of a separate accounting system. Further details of these assets, whose market value totalled £1,987,699 at 31 December 2023 (2022 - £1,875,162), are provided in notes 18 & 19.

Key management remuneration

The pay of the key management personnel, as detailed in note 9, and all staff are reviewed annually and normally increased in accordance with average earnings to reflect a cost of living adjustment. In view of the nature of the charity, the Trustees benchmark against pay levels in other charities. The remuneration benchmark is the mid-point of the range paid for similar roles in similar charities and sizes.

Funds held on behalf of church schools

The Board receives contributions from governors of church voluntary aided schools within the Diocese in connection with their major repair and capital projects and also government grants in connection with same. The Board administers these monies as managing agent and makes appropriate payments to consultants and contractors for work undertaken. These monies do not belong to the Board and therefore these receipts and payments are not treated as income and expenditure in the Statement of Financial Activities. Any monies held, or due at the balance sheet date are treated as debtors or creditors on the balance sheet, as shown in notes 12 and 13.

Total return

On 20 May 2019 the Trustees voted to exercise the power granted under section 104A(2) of the Charities Act 2011 and to adopt a total return approach to investments. The Total Return approach identifies those cumulative investment gains (known as the unapplied total return) which are available if necessary to offset any annual deficits of income (excluding unrealised investment gains) against expenditure not covered by other available reserves.

The date that the initial value of the Trust for Investment and the initial value of the unapplied total return were established was 31 December 1996. In order to identify the initial amounts of the trust for investment the Trustees have used the valuation of investments at 31 December 1996. The unapplied total return has been calculated from this point onwards by (a) an annual reduction for the inflationary increase in the initial Trust for Investment using CPI and (b) any annual deficits since 1996 not covered by other available reserves.

In 2023, there was a surplus of £335,663 (2022: surplus £94,655) which was partly covered by a transfer from Capital to Revenue, proving the total return approach to be beneficial.

ANNUAL REPORT

FOR THE YEAR ENDED 31 DECEMBER 2023

TRUSTEES' RESPONSIBILITIES

The Trustees are responsible for preparing the Trustees' Report and the financial statements in accordance with applicable law and regulations.

Company law requires the Trustees to prepare financial statements for each financial period in accordance with United Kingdom Generally Accepted Accounting Practice (United Kingdom Accounting Standards) and applicable law.

Under company law the Trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the charitable company and of its net income for that period. In preparing these financial statements, the Trustees are required to:

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

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

In determining how amounts are presented within items in the statement of financial activities and balance sheet, the Trustees have had regard to the substance of the reported transaction or arrangement, in accordance with generally accepted accounting principles or practice.

So far as each of the Trustees is aware at the time the report is approved:

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

The re-appointment of Crowe U.K. LLP as auditors will be proposed at the Annual General Meeting.

The Annual Report was approved by the Board on 5 June 2024 and signed on its behalf by



Mr. J. J. King
Trustee and Chair of Finance and Resources Committee

INCORPORATED ROCHESTER DIOCESAN BOARD OF EDUCATION AND ITS SUBSIDIARY

INDEPENDENT AUDITORS' REPORT TO THE SHAREHOLDERS

Independent Auditor's Report to the Members and Trustees of the Incorporated Rochester Diocesan Board of Education

Opinion

We have audited the financial statements of the Incorporated Rochester Diocesan Board of Education ('the charitable company') and its subsidiary ('the group') for the year ended 31 December 2023 which comprise the Consolidated Statement of Financial Activities, the Consolidated Balance Sheet, the Company Statement of Financial Activities, the Company Balance Sheet, the Consolidated Statement of Cash Flows, and notes to the financial statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the group's and the charitable company's affairs as at 31 December 2023 and of the group's incoming resources and application of resources, including its income and expenditure for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

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

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the trustee's use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charitable company's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the trustees with respect to going concern are described in the relevant sections of this report.

Other information

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

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

We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

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

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

INDEPENDENT AUDITORS' REPORT TO THE TRUSTEES (CONTINUED)

Matters on which we are required to report by exception

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

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

the parent company has not kept adequate accounting records; or
the parent company financial statements are not in agreement with the accounting records and returns; or
certain disclosures of trustees' remuneration specified by law are not made; or
we have not received all the information and explanations we require for our audit.

Responsibilities of trustees

As explained more fully in the trustees' responsibilities statement set out on page 10, the trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

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

Auditor's responsibilities for the audit of the financial statements

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

Details of the extent to which the audit was considered capable of detecting irregularities, including fraud and non-compliance with laws and regulations are set out below.

In identifying and assessing risks of material misstatement in respect of irregularities, including fraud and non-compliance with laws and regulations, our procedures included the following:

- identifying, evaluating and assessing compliance with laws and regulations;
- discussing with management whether they have knowledge of any actual, suspected or alleged fraud; and,
- discussing among the engagement team on how and where fraud might occur in the financial statements and any potential indicators of fraud. As part of this discussion, we identified potential for fraud in the recognition of income.
- obtaining an understanding of the legal and regulatory frameworks that the company operates in, focusing on those laws and regulations that had a direct effect on the financial statements or that had a fundamental effect on the operations of the company.

INDEPENDENT AUDITORS' REPORT TO THE TRUSTEES (CONTINUED)

Audit response to risks identified

Our procedures to respond to risks identified included the following:

- reviewing the financial statement disclosures and testing to supporting documentation to assess compliance with relevant laws and regulations discussed above;
- reading minutes of meetings of those charged with governance; and,
- in addressing the risk of fraud through management override of controls, testing the appropriateness of journal entries and other adjustments; assessing whether the judgements made in making accounting estimates are indicative of a potential bias; and evaluating the business rationale of any significant transactions that are unusual or outside the normal course of business.

We gained an understanding of the legal and regulatory framework applicable to the company and the industry in which it operates, and considered the risk of acts by the company which were contrary to applicable laws and regulations, including fraud. We designed audit procedures to respond to the risk, recognising that the risk of not detecting a material misstatement due to fraud is higher than the risk of not detecting one resulting from error, as fraud may involve deliberate concealment by, for example, forgery, misrepresentations or through collusion. We focused on laws and regulations that could give rise to a material misstatement in the company's financial statements. Our tests included, but were not limited to:

- agreement of the financial statement disclosures to underlying supporting documentation;
- enquiries of management;
- review of minutes of Board meetings throughout the period; and
- considering the effectiveness of control environment

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

Use of our report

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



Ian Weekes
Senior Statutory Auditor
For and on behalf of

Crowe U.K. LLP
Statutory Auditors

Riverside House
40-46 High St
Maidstone
Kent
ME14 1JH

Date: 1 July 2024

INCORPORATED ROCHESTER DIOCESAN BOARD OF EDUCATION AND ITS SUBSIDIARY

CONSOLIDATED STATEMENT OF FINANCIAL ACTIVITIES

(INCORPORATING AN INCOME AND EXPENDITURE STATEMENT)

FOR THE YEAR ENDED 31 DECEMBER 2023

	Notes	Unrestricted Funds £	Restricted Funds £	Endowment Funds £	Total 2023 £	Total 2022 £
INCOME FROM:						
Charitable activities	3	-	1,412,457	-	1,412,457	1,393,164
Other trading income	4	115,880	-	-	115,880	99,541
Investments	6	7,613	9,528	170,663	187,804	182,114
Other income	7	-	4,468	8,681	13,149	8,681
TOTAL INCOME		123,493	1,426,453	179,344	1,729,290	1,683,500
EXPENDITURE ON:						
Other trading costs	8	59,342	-	-	59,342	54,126
Charitable activities:						
Schools' work	8	522	320,271	-	320,793	313,712
Department of Education grants projects	8	-	1,478,883	-	1,478,883	991,075
TOTAL EXPENDITURE		59,864	1,799,154	-	1,859,018	1,358,913
Net income/(expenditure) for the year before gains/losses on investments		63,629	(372,701)	179,344	(129,728)	324,587
Unrealised gains/(losses) on investments	11	10,564	-	462,920	473,484	(808,211)
Net income/(expenditure) for the year		74,193	(372,701)	642,264	343,756	(483,624)
Transfers between funds	14	-	-	-	-	-
Transfers between funds - Total Unapplied Return	17	-	613,709	(613,709)	-	-
Net movement in funds		74,193	241,008	28,555	343,756	(483,624)
Fund balances brought forward as previously stated		270,788	94,655	6,050,489	6,415,932	6,899,556
Fund balances carried forward	17	344,981	335,663	6,079,044	6,759,688	6,415,932

The above statement contains all the gains and losses recognised in the current and preceding year.

All income and expenditure relates to continuing operations.

The notes on pages 19 to 34 form part of these financial statements.

INCORPORATED ROCHESTER DIOCESAN BOARD OF EDUCATION AND ITS SUBSIDIARY

CHARITY STATEMENT OF FINANCIAL ACTIVITIES

(INCORPORATING AN INCOME AND EXPENDITURE STATEMENT)

FOR THE YEAR ENDED 31 DECEMBER 2023

	Notes	Unrestricted Funds Corporate Funds General £	Unrestricted Funds School Improvements £	Restricted Funds Consolidated Educational Income £	Endowment Funds Endowments Capital £	Total 2023 £	Total 2022 £
INCOME FROM:							
Charitable activities	3	-	-	1,412,457	-	1,412,457	1,393,164
Income from subsidiary	4	56,538	-	-	-	56,538	45,415
Investments	6	522	7,091	9,528	170,663	187,804	182,114
Other income	7	-	-	4,468	8,681	13,149	8,681
TOTAL INCOME		57,060	7,091	1,426,453	179,344	1,669,948	1,629,374
EXPENDITURE ON:							
Charitable activities							
Schools' work	8	522	-	320,271	-	320,793	313,712
Department of Education grants projects	8	-	-	1,478,883	-	1,478,883	991,075
TOTAL EXPENDITURE		522	-	1,799,154	-	1,799,676	1,304,787
Net income/(expenditure) for the year before gains/losses on investments		56,538	7,091	(372,701)	179,344	(129,728)	324,587
Unrealised gains/(losses) on investments	11	-	10,564	-	462,920	473,484	(808,211)
Net income/(expenditure) for the year		56,538	17,655	(372,701)	642,264	343,756	(483,624)
Transfers between funds	14	(56,538)	56,538			-	-
Transfers between funds - Total Unapplied Return	17			613,709	(613,709)	-	-
Net movement in funds		-	74,193	241,008	28,555	343,756	(483,624)
Fund balances brought forward as previously stated		-	270,639	94,655	6,050,489	6,415,783	6,899,407
Fund balances carried forward	17	-	344,832	335,663	6,079,044	6,759,539	6,415,783

The above statement contains all the gains and losses recognised in the current and preceding year.

All income and expenditure relates to continuing operations.

The notes on pages 19 to 34 form part of these financial statements.

INCORPORATED ROCHESTER DIOCESAN BOARD OF EDUCATION AND ITS SUBSIDIARY

CONSOLIDATED BALANCE SHEET - COMPANY NUMBER 46014

AS AT 31 DECEMBER 2023

	Note	Unrestricted Funds £	Restricted Funds £	Endowment Funds £	Total 2023 £	Total 2022 £
Fixed Assets						
Tangible Fixed Assets	10	-	10,007	215,150	225,157	247,080
Investments	11	196,561	335,663	5,868,243	6,400,467	5,926,592
		<u>196,561</u>	<u>345,670</u>	<u>6,083,393</u>	<u>6,625,624</u>	<u>6,173,672</u>
Current Assets						
Debtors	12	57,488	15,369	-	72,857	57,188
CBF Deposits		40,772	33,183	-	73,955	480,298
Sarasin Deposits		-	-	-	-	408
Bank Deposits		68,864	-	-	68,864	22,970
Cash at Bank - Current Account		-	29,349	(4,349)	25,000	25,000
Cash at Bank - Business Reserve		-	82,695	-	82,695	153,056
		<u>167,124</u>	<u>160,596</u>	<u>(4,349)</u>	<u>323,371</u>	<u>738,920</u>
Current Liabilities						
Creditors	13	18,704	170,603	-	189,307	496,660
		<u>18,704</u>	<u>170,603</u>	<u>-</u>	<u>189,307</u>	<u>496,660</u>
Net Current Assets/(Liabilities)		148,420	(10,007)	(4,349)	134,064	242,260
Total Assets Less Current Liabilities		344,981	335,663	6,079,044	6,759,688	6,415,932
Net Assets		344,981	335,663	6,079,044	6,759,688	6,415,932
Funds						
Unrestricted - General	17	(51)	-	-	(51)	(51)
Designated - School Improvements	17	344,832	-	-	344,832	270,639
Restricted - Consol Edu Endowments - Income	17	-	335,663	-	335,663	94,655
Endowment - Consol Edu Endowments - Capital	17	-	-	6,079,044	6,079,044	6,050,489
Non-charitable trading funds held by subsidiary	17	200	-	-	200	200
		<u>344,981</u>	<u>335,663</u>	<u>6,079,044</u>	<u>6,759,688</u>	<u>6,415,932</u>

These accounts have been prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small entities and in accordance with the Financial Reporting Standard (FRS) 102.

Approved and authorised for issue by the Board on 5 June 2024.



Mr. J. J. King
Trustee and Chair of Finance and Resources Committee

The notes on pages 19 to 34 form part of these financial statements.

INCORPORATED ROCHESTER DIOCESAN BOARD OF EDUCATION AND ITS SUBSIDIARY

CHARITY BALANCE SHEET - COMPANY NUMBER 46014

AS AT 31 DECEMBER 2023

	Note	Unrestricted Funds Corporate Funds General £	Unrestricted Funds School Improvements £	Restricted Funds Consolidated Educational Income £	Endowment Funds Endowments Capital £	Total 2023 £	Total 2022 £
Fixed Assets							
Tangible Fixed Assets	10	-	-	10,007	215,150	225,157	247,080
Investments	11	51	196,561	335,663	5,868,243	6,400,518	5,926,643
		51	196,561	345,670	6,083,393	6,625,675	6,173,723
Current Assets							
Debtors	12	-	50,538	15,369	-	65,907	44,739
CBF Deposits		11,903	28,869	33,183	-	73,955	480,298
Sarasin Deposits		-	-	-	-	-	408
Bank Deposits		-	68,864	-	-	68,864	22,970
Cash at Bank - Current Account		-	-	29,349	(4,349)	25,000	25,000
Cash at Bank - Business Reserve		-	-	82,695	-	82,695	153,056
		11,903	148,271	160,596	(4,349)	316,420	726,471
Current Liabilities							
Creditors	13	11,954	-	170,603	-	182,557	484,411
		11,954	-	170,603	-	182,557	484,411
Net Current Assets/(Liabilities)		(51)	148,271	(10,007)	(4,349)	133,864	242,060
Total Assets Less Current Liabilities		-	344,832	335,663	6,079,044	6,759,539	6,415,783
Net Assets		-	344,832	335,663	6,079,044	6,759,539	6,415,783
Funds							
Unrestricted	17	-	344,832	-	-	344,832	270,639
Restricted	17	-	-	335,663	-	335,663	94,655
Endowment	17	-	-	-	6,079,044	6,079,044	6,050,489
		-	344,832	335,663	6,079,044	6,759,539	6,415,783

These accounts have been prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small entities and in accordance with the Financial Reporting Standard (FRS) 102.

Approved and authorised for issue by the Board on 5 June 2024.



Mr. J. J. King
Trustee and Chair of Finance and Resources Committee

The notes on pages 19 to 34 form part of these financial statements.

INCORPORATED ROCHESTER DIOCESAN BOARD OF EDUCATION AND ITS SUBSIDIARIES

CONSOLIDATED CASH FLOW - COMPANY NUMBER 46014

AS AT 31 DECEMBER 2023

	Total 2023 £	Total 2022 £
Net income/(expenditure) for the year	343,756	(483,624)
Depreciation	11,272	13,034
Unrealised (gains) / losses on investments	(473,484)	808,211
Disposal of fixed assets	(4,468)	-
(Increase)/decrease in debtors	(21,168)	(36,073)
Increase/(decrease) in creditors	(301,854)	(176,720)
Net cash inflow from operating activities	(445,946)	124,828
Receipts from sale of fixed assets	15,119	-
Payments to acquire investments	(391)	-
Net cash (outflow)/inflow from investing activities	14,728	-
Increase in cash in the year	(431,218)	124,828
Cash and cash equivalents brought forward	681,732	556,904
Cash and cash equivalents carried forward	250,514	681,732

INCORPORATED ROCHESTER DIOCESAN BOARD OF EDUCATION AND ITS SUBSIDIARY

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 DECEMBER 2023

1. ACCOUNTING POLICIES

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounting in accordance with the Financial Reporting Standard (FRS) 102, the Statement of Recommended Practice for Charities (SORP 2015) (Second Edition, effective January 2019) and the Companies Act 2006.

The financial statements have been prepared under the historical cost convention with items recognised at cost or transaction value unless otherwise stated in the relevant accounting policy note.

The charity constitutes a public benefit entity as defined by FRS 102.

Accounting standards require the Trustees to consider the appropriateness of the going concern basis when preparing the financial statements.

a) Consolidation

The consolidated financial statements include the company and its subsidiary. Intra-group sales and income are eliminated on consolidation and all sales and income figures relate to external transactions only. The subsidiary's results have been consolidated on a "line by line" basis.

b) Income

Donations and legacies are accounted for as soon as their amount and receipt are certain. In the case of donations this is usually when they are received. All other income is accounted for under the accruals concept.

c) Expenditure

Expenditure is accounted for under the accruals concept inclusive of VAT. VAT is included as it is not recoverable by the Charitable Company. Governance costs are those costs associated with constitutional and statutory requirements.

d) Investments

Investments are included in the balance sheet at Bid price apart from the investment in the subsidiary company which is included at cost. Realised gains or losses on sale of investments represent proceeds of sale less the appropriate proportion of the opening carrying value and are shown in the Statement of Financial Activities.

Unrealised gains or losses on revaluation of investments are shown in the Statement of Financial Activities.

e) Allocation of expenditure

Common, shared items of expenditure are apportioned to the different areas of work based on the number of employees within each area. The irrecoverable element of VAT is included with the items of expense to which it relates.

f) Funds

Restricted funds are funds subject to specific conditions imposed by the donor which are binding on the Trustees. Unrestricted funds have no restrictions on their use.

Designated funds are a form of unrestricted fund, which has been allocated or designated for specific purposes by the Charitable Company itself. The use of designated funds for their designated purpose will remain at the discretion of the Trustees. Endowment funds are restricted funds whose income can be used to fund schools' work.

The Corporate Funds are unrestricted funds, the Income Fund of the Consolidated Educational Endowments is a restricted fund, the Capital Fund of the Consolidated Educational Endowments is an endowment fund and the School Improvements Fund is an unrestricted fund.

FOR THE YEAR ENDED 31 DECEMBER 2023

1. ACCOUNTING POLICIES (CONTINUED)

g) Depreciation

Depreciation is provided on all tangible fixed assets in use, other than freehold land, at rates calculated to write off the cost or valuation, less estimated residual value of the asset over its expected life, as follows:

Freehold Buildings	- No depreciation is provided as the residual value of the properties is such that any depreciation charge would be immaterial to the accounts.
Investment Property	- Investment Property is held at its open market value. Depreciation is not charged in accordance with FRS102.
Mobile Classrooms	- over 1 year.
Motor Vehicles	- over 4 years.

Assets with a cost of below £1,500 are not capitalised and are charged as an expense in the Statement of Financial Activities.

h) Pensions

The assets of the pension scheme are held separately from those of the Board and are invested with the Ecclesiastical Insurance Group under the supervision of the scheme Trustees. The Board's contribution to the scheme is charged to its income and expenditure as contributions are made, as disclosed in note 16.

i) Grants

Grants made by the Board are treated as expenditure when they are approved.

j) Liability recognition

Liabilities are recognised when an obligation arises to transfer economic benefits as a result of past transactions or events.

k) Debtors

Trade and other debtors are recognised at the settlement amount due. Prepayments are valued at the amount prepaid net of any trade discounts due.

In preparing the financial statements, the Trustees are required to make certain judgements and estimates. The key judgements and estimates are considered to be the valuation of investment property. The Trustees consider that the carrying value of the social investment property at £205,857 (see note 10) is a fair representation of the open market value of that property.

INCORPORATED ROCHESTER DIOCESAN BOARD OF EDUCATION AND ITS SUBSIDIARY

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2023

2. EDUCATION ACTS 1944 ,1973 AND 1996

The Consolidated Educational Endowments Funds emanate from the sale proceeds of former school buildings and from endowments of closed schools.

On 9 November 1994 the Board of Education passed a resolution under what is now Section 557 of the 1996 Act to adopt the uniform statutory trusts in respect of funds held under Section 86 schemes and Section 2 orders and to consolidate the funds and endowments as "The Diocese of Rochester Consolidated Educational Endowments".

3. CHARITABLE ACTIVITIES

GRANT INCOME

	Consolidated 2023 £	Charity 2023 £	Consolidated 2022 £	Charity 2022 £
Consolidated Educational Endowments - Grant Income				
Department of Education grants	1,284,186	1,284,186	1,269,460	1,269,460
Contributions from Schools	128,271	128,271	123,704	123,704
	1,412,457	1,412,457	1,393,164	1,393,164

4. OTHER TRADING ACTIVITIES

	Charity 2023 £	Charity 2022 £
Corporate Funds - General		
The Diocesan Schools Agency Ltd - surplus	50,538	39,415
Contribution to staff costs	6,000	6,000
	56,538	45,415

INCORPORATED ROCHESTER DIOCESAN BOARD OF EDUCATION AND ITS SUBSIDIARY

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2023

5. NET INCOME FROM TRADING ACTIVITIES OF SUBSIDIARY	Consolidated 2023 £	Consolidated 2022 £
Income		
Buildings consultancy	24,450	19,789
Inspections	1,125	458
Course provision	7,122	13,282
Academy conversion	9,000	4,500
Service level agreement	37,351	37,540
Leadership conference	9,400	-
School improvements	21,432	21,442
	<u>109,880</u>	<u>97,011</u>
Expenditure		
Staff charges -		
Travelling and sundry expenses	800	800
Salary costs	7,000	7,000
Course provision	1,784	2,323
Leadership conference	7,468	-
School improvement	36,440	39,128
Audit	5,850	4,875
	<u>59,342</u>	<u>54,126</u>
Surplus on ordinary activities prior to contribution to charity	50,538	42,885
Amount to be transferred to charity	(43,538)	(35,885)
Contribution to staff costs	(7,000)	(7,000)
Retained surplus/(deficit) in subsidiary	<u>-</u>	<u>-</u>

6. INCOME FROM INVESTMENTS	Consolidated 2023	Charity 2023 £	Consolidated 2022	Charity 2022 £
Quoted Investments				
Corporate Funds - General				
CBF deposit interest	522	522	148	148
School Improvements				
CBF deposit interest	1,137	1137	254	254
Bank interest	478	478	50	50
Sarasin Income distribution	5,458	5458	5,455	5,455
Sarasin Interest	18	18	5	5
	<u>7,091</u>	<u>7091</u>	<u>5,764</u>	<u>5,764</u>
Consolidated Educational Endowments - Capital				
CBF Investment Fund	107,403	107403	106,812	106,812
Sarasin Income distribution	63,260	63260	63,260	63,260
	<u>170,663</u>	<u>170663</u>	<u>170,072</u>	<u>170,072</u>
Consolidated Educational Endowments - Income				
CBF deposit interest	5,783	5783	5,141	5,141
Sarasin Interest	60	60	16	16
Bank interest	3,685	3685	973	973
Rent Receivable	-	0	-	-
	<u>9,528</u>	<u>9528</u>	<u>6,130</u>	<u>6,130</u>
	<u>187,804</u>	<u>187804</u>	<u>182,114</u>	<u>182,114</u>

The investment income relates to income generated from endowments to support the Charitable Company's work in schools.

INCORPORATED ROCHESTER DIOCESAN BOARD OF EDUCATION AND ITS SUBSIDIARY

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2023

7. OTHER INCOME

	Consolidated 2023 £	Charity 2023 £	Consolidated 2022 £	Charity 2022 £
Consolidated Educational Endowments - Capital Rents Receivable	8,681	8,681	8,681	8,681
Consolidated Educational Endowments - Income Profit on sale of motor vehicles	4,468	4,468	-	-
	13,149	13,149	8,681	8,681

8. ANALYSIS OF COSTS

		Consolidated 2023 £	Charity 2023 £	Consolidated 2022 £	Charity 2022 £
Corporate Funds - General					
Staff charges - Costs	Direct	522	522	148	148
		522	522	148	148
The Diocesan School Agency Ltd - Costs	Direct	59,342	-	54,126	-
		59,342	-	54,126	-
Consolidated Educational Endowments - Income					
Schools' festival	Direct	(512)	(512)	(570)	(570)
Staff charges - Costs	Direct	272,984	272,984	263,046	263,046
Depreciation - Motor vehicles	Support	11,272	11,272	13,034	13,034
Office costs	Support	27,727	27,727	25,812	25,812
Equipment costs	Support	-	-	550	550
Revenue Grants	Support	1,780	1,780	5,842	5,842
Audit costs - Governance costs*	Support	7,020	7,020	5,850	5,850
		320,271	320,271	313,564	313,564

Included in the Schools Work costs is an amount of £7,020 for audit fees (2022 - £5,850). Total audit fees for the Charitable Company and its subsidiary amounted to £11,466 (2022 - £10,725).

Consolidated Educational Endowments - Income					
Department of Education grants projects - Costs		1,478,883	1,478,883	991,075	991,075
		1,478,883	1,478,883	991,075	991,075

INCORPORATED ROCHESTER DIOCESAN BOARD OF EDUCATION AND ITS SUBSIDIARY

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2023

9. STAFF CHARGES

	Consolidated 2023 £	Charity 2023 £	Consolidated 2022 £	Charity 2022 £
Wages and salaries	192,980	192,980	182,249	182,249
Social security costs	20,244	20,244	20,223	20,223
Other pension costs	25,401	25,401	25,593	25,593
Pension administration costs	13,240	13,240	14,524	14,524
Employee life cover costs	8,235	8,235	8,242	8,242
Travelling and sundry expenses	13,406	13,406	12,363	12,363
	273,506	273,506	263,194	263,194
Corporate Funds - General				
Management and administration of the Charity	522	522	148	148
	522	522	148	148
Consolidated Educational Endowments - Income	272,984	272,984	263,046	263,046
Total	273,506	273,506	263,194	263,194

The average monthly number of employees was 3 (2022: 3).

The numbers of staff whose emoluments (including taxable benefits in kind but excluding employer's pension contributions) amounted to more than £60,000 were as follows:

	2023 Number	2022 Number
£60,001 - £70,000	-	1
£70,001 - £80,000	-	-
£80,001 - £90,000	-	1
£90,001 - £100,000	1	-

None of the Trustees received any remuneration in this or the previous year. Amounts paid to Trustees for reimbursement of expenses totalled £nil (2022 - £nil).

The number of Trustees accruing benefits under defined benefit pension schemes was nil (2022 - nil).

Remuneration of key management personnel

The cost to the organisation of remunerating Key Management Personnel was £205,880 (2022: £197,825). Costs include gross pay, employer's pension, employer's NI, taxable benefits and contractuals' payments.

In addition to the Trustees, key management personnel are deemed to be those having authority and responsibility, delegated to them by the Trustees for planning, directing and controlling the activities of the Diocesan Board of Education. During 2023 they were:-

Director of Education	John Constanti	
Deputy Director of Education	Virginia Corbyn	(Retired - 31/08/2023)
Deputy Director of Education	Gemma Hitch	(Appointed - 01/09/2023)

INCORPORATED ROCHESTER DIOCESAN BOARD OF EDUCATION AND ITS SUBSIDIARY

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2023

10. CONSOLIDATED AND CHARITY TANGIBLE FIXED ASSETS

	Freehold Property	Social Investment Property	Motor Vehicle	Mobile Classrooms	Total
	£	£	£	£	£
Cost or valuation					
<i>At 1 January 2023</i>	10,007	205,857	52,134	16	268,014
Additions	-	-	-	-	-
Disposals	-	-	(21,139)	-	(21,139)
At 31 December 2023	10,007	205,857	30,995	16	246,875
Depreciation					
<i>At 1 January 2023</i>	-	-	20,934	-	20,934
Charge for year	-	-	11,272	-	11,272
Disposals	-	-	(10,488)	-	(10,488)
At 31 December 2023	-	-	21,718	-	21,718
Net book values					
At 31 December 2023	10,007	205,857	9,277	16	225,157
<i>At 31 December 2022</i>	<i>10,007</i>	<i>205,857</i>	<i>31,200</i>	<i>16</i>	<i>247,080</i>

Mobile classrooms are written down on acquisition to a nominal value of £1 since they are considered to have no net realisable value to the Board.

The freehold property consists of one piece of land at a cost of £10,000 at the Bennett Memorial CE Secondary School and seven open schools which are included at a nominal value of £1 each which reflects the lack of realisable value of the schools to the Board.

The social investment property comprises additional accommodation purchased for Aylesford St Peter's CE Primary School at a cost of £205,857. The charity received quarterly rental income of £2,170 in respect of this property. No depreciation was charged in the year.

The social investment property is integral to the school, without which the school cannot operate and as such could not be sold without the school closing. The rental yield is approximately 4%. On this basis the Trustees consider £205,857 (2022: £205,857) represents the fair value of the social investment property.

INCORPORATED ROCHESTER DIOCESAN BOARD OF EDUCATION AND ITS SUBSIDIARY

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2023

11. INVESTMENTS

	Cost 2023 £	Market Value 2023 £	Cost 2022 £	Market Value 2022 £
Quoted Investments				
CBF Investment Fund	796,477	3,929,241	796,477	3,588,658
Sarasin Endowments Fund Class A Inc - DBE	1,764,870	2,274,665	1,764,870	2,152,328
Sarasin Endowments Fund Class A Inc - School Imp.	150,651	196,561	150,260	185,606
	<u>2,711,998</u>	<u>6,400,467</u>	<u>2,711,607</u>	<u>5,926,592</u>
Unquoted Investments				
The Diocesan Schools Agency Ltd	-	51	-	51
	<u>-</u>	<u>6,400,518</u>	<u>-</u>	<u>5,926,643</u>
	2023	2022		
	£	£		
Brought forward at 1 January	5,926,592	6,734,803		
Disposals	-	-		
Additions	391	-		
Unrealised gains / (losses)	473,484	(808,211)		
Realised gains / (losses)	-	-		
Carried forward at 31 December	<u>6,400,467</u>	<u>5,926,592</u>		

All quoted investments are tier one investments.

The £51 unquoted investment relates to the cost of 100% of the issued ordinary share capital of the Diocesan Schools Agency Limited a company registered in England and Wales (Reg no 2892269). It is a trading company which transfers all taxable profits to its holding company, this Charitable Company. The amount transferred to the charity excluding staff costs contribution was £43,538 (2022 - £35,885). The aggregate of share capital and reserves was £200 (2022 - £200).

The CBF Investment Fund's share value will reflect fluctuations in share prices and currency exchange rates. The Fund includes tangible assets such as property. Any property within the Fund is valued by an external property valuer; any such valuations are a matter of opinion rather than fact.

The Sarasin Investment Fund's share value will reflect fluctuations in share prices and currency exchange rates. The Fund includes tangible assets such as property. Any property within the Fund is valued by an external property valuer; any such valuations are a matter of opinion rather than fact.

INCORPORATED ROCHESTER DIOCESAN BOARD OF EDUCATION AND ITS SUBSIDIARY

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2023

12. DEBTORS

	Consolidated 2023 £	Charity 2023 £	Consolidated 2022 £	Charity 2022 £
Consolidated Ed. Endowments - Capital				
Other Debtors				
Rent Receivable	-	-	1	1
Consolidated Ed. Endowments - Income				
Other Debtors				
Contributions from Schools	9,988	9,988	129	129
Diocesan Board of Finance	5,381	5,381	-	-
	15,369	15,369	129	129
Unrestricted Funds				
Diocesan Board of Finance	57,488	-	57,058	5,194
Unrestricted Funds				
Amounts due from RDBF/The DSA	-	50,538	-	39,415
	72,857	65,907	57,188	44,739

13. CREDITORS

	Consolidated 2023 £	Charity 2023 £	Consolidated 2022 £	Charity 2022 £
Consolidated Ed. Endowments - Income				
Other Creditors				
School Condition Allocations undrawn grants	156,946	156,946	415,177	415,177
Contributions from Governors	12,140	12,140	46,131	46,131
Diocesan Board of Finance	-	-	5,194	5,194
Bequest for religious artefacts	103	103	103	103
Trust funds held on behalf of third parties	10	10	10	10
Audit fees	1,404	1,404	1,170	1,170
	170,603	170,603	467,785	467,785
Corporate Funds - General				
Other Creditors				
Diocesan Board of Finance	7,238	6,338	19,320	11,946
Accruals and deferred income	-	-	-	-
Audit Fees	11,466	5,616	9,555	4,680
	18,704	11,954	28,875	16,626
	189,307	182,557	496,660	484,411

INCORPORATED ROCHESTER DIOCESAN BOARD OF EDUCATION AND ITS SUBSIDIARY

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2023

14. TRANSFERS BETWEEN FUNDS

There was a transfer of £56,538 from the Corporate Funds General to the School Improvement Fund that relates to the surplus in respect of the trading subsidiary. There was also a transfer of £613,709 from Capital Fund.

15. RELATED THIRD PARTY TRANSACTIONS

Employees of the Rochester Diocesan Board of Education are jointly employed by The Rochester Diocesan Society and Board of Finance '(RDBF)'. The RDBF operates both a defined benefit pension arrangement and defined contribution pension schemes, shared HR, IT, communication and financial administration services. The RDBF charge an apportionment of office and administration expenses for the shared premises. Some Trustees of the Board of Education are appointed by the Deanery Synods.

During the year taxable profits of £50,538 (2022 £42,885) will be transferred from the Diocesan Schools Agency to the Incorporated Rochester Diocesan Board of Education. Note 12 details the amount outstanding as at 31 December 2023 and 2022. A £6,000 (2022 - £6,000) contribution towards staff costs was received from the Diocesan Schools Agency to the Incorporated Rochester Diocesan Board of Education.

At 31 December 2023 the RDBF held a bank overdraft on behalf of the RDBE totalling £957 (2022: £11,946).

The Board of Education acts as a member with a limited liability of £10 for the following Multi Academy Trusts:- Aquinas, MAST, Amadeus, Trinitas, Alethia, Pilgrim. Additionally the Rochester Diocesan Board of Education also appoints governors to Voluntary Aided and Voluntary Controlled Schools. The Diocesan Schools Agency provides services to the Multi Academy Trusts, Voluntary Aided and Voluntary Controlled Schools at an arms-length basis at the discretion of the schools.

As at the 31 December 2023 the following was owed in respect of related parties

- a. £12,140 owed to Church school governing bodies (see note 13 Creditors - contributions from Governors)
- b. £6,338 was owed to the Diocesan Board of Finance.

16. PENSION SCHEME

Staff Defined Benefit Scheme

The Rochester Diocesan Society and Board of Finance '(RDBF)' operates a defined benefit pension arrangement called the Rochester Diocesan Staff Retirement Benefit Scheme '(the Scheme)'. This scheme is closed to new members. 1 member of staff employed by the Board is included within this scheme. The Scheme provides benefits based on final salary and length of service on retirement, leaving service or death. The following disclosures exclude any allowance for defined contribution schemes operated by the Employer. No allowance has been made for discretionary benefits. Board of Education staff are jointly employed by the RDBF and RDBE.

The Scheme is subject to the Statutory Funding Objective under the Pensions Act 2004. A valuation of the Scheme is carried out at least once every three years to determine whether the Statutory Funding Objective is met. As part of the process the Employer must agree with the Trustees of the Scheme that the contributions to be paid to address any shortfall against the Statutory Funding Objectives and contributions to pay for the future accrual of benefits.

The most recent comprehensive actuarial valuation of the Scheme was carried out as at 31 March 2021. The next valuation of the Scheme is due as at 31 March 2024. In the event that the valuation reveals a larger deficit than expected the RDBF may be required to increase contributions above those set out in the existing Schedule of Contributions. Conversely, if the position is better than expected, it is possible that contributions may be reduced.

The Scheme is managed by a board of Trustees appointed in part by the RDBF and part from elections by members of the Scheme. The Trustees have responsibility for obtaining valuations of the fund, administering benefit payments and investing the Scheme's assets. The Trustees delegate some of these functions to their professional advisers where appropriate.

There were no plan amendments, curtailments or settlements through the period.

At 31 December 2023 the FRS valuation, which is based on different underlying assumptions to the actuarial valuation, calculated a surplus in the Scheme of £2,609k (2022 - £2,697k). Under FRS102 the Employer is only allowed to recognise such assets in its balance sheet to the extent that it can recover the surplus either through reduced contributions in the future or through refunds from the plan. As RDBF is unable to recover the surplus, the asset value of the Scheme at 31 December 2022 reflected in the RDBF accounts is nil. This compares to an asset value of nil at the previous review date.

The Board are not a named legal party to the Scheme and deficits, if applicable, are included within the RDBF annual accounts. The funding arrangements for this scheme are set out in the RDBF financial statements, the Board's proportion cannot be identified and therefore no further details of surpluses/deficits are included within these accounts apart from the annual contributions made by the Board to the Scheme which in 2023 totalled £21,216 (2022 - £21,808).

Defined Contribution Scheme

A defined contribution scheme is operated. Amounts payable in the year amounted to £4,185 in 2023 (2022 - £3,785).

INCORPORATED ROCHESTER DIOCESAN BOARD OF EDUCATION AND ITS SUBSIDIARY

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2023

17. ANALYSIS OF FUNDS

1. Analysis of movements in Funds

a Consolidated

	Unrestricted Funds Corporate Funds General £	Non-Charitable Trading Funds held by Subsidiary £	Unrestricted Funds School Improvements £	Restricted Funds Consolidated Educational Income £	Endowment Funds Endowment Capital £	Total 2023 £	Total 2022 £
Balance at 1 January 2023	(51)	200	270,639	94,655	6,050,489	6,415,932	6,899,556
Income in the year	116,402	-	7,091	1,426,453	179,344	1,729,290	1,683,500
Expenditure in the year	(59,864)	-	-	(1,799,154)	-	(1,859,018)	(1,358,913)
Movements on investments	-	-	10,564	-	462,920	473,484	(808,211)
Transfers between funds	(56,538)	-	56,538	613,709	(613,709)	-	-
Balance at 31 December 2023	(51)	200	344,832	335,663	6,079,044	6,759,688	6,415,932

b Charity

	Unrestricted Funds Corporate Funds General £	Unrestricted Funds School Improvements £	Restricted Funds Consolidated Educational Income £	Endowment Funds Endowment Capital £	Total 2023 £	Total 2022 £
Balance at 1 January 2023	-	270,639	94,655	6,050,489	6,415,783	6,899,407
Income in the year	57,060	7,091	1,426,453	179,344	1,669,949	1,629,374
Expenditure in the year	(522)	-	(1,799,154)	-	(1,799,676)	(1,304,787)
Movements on investments	-	10,564	-	462,920	473,484	(808,211)
Transfers between funds	(56,538)	56,538	613,709	(613,709)	-	-
Balance at 31 December 2023	-	344,832	335,663	6,079,044	6,759,539	6,415,783

2. Analysis of net assets between Funds

a Consolidated

	Tangible Fixed Assets £	Fixed Asset Investments £	Net Current Assets £	Total 2023 £	Total 2022 £
Restricted Funds					
Consolidated Educational Endowments - Income	10,007	335,663	(10,007)	335,663	94,655
Endowment Funds					
Consolidated Educational Endowments - Capital	215,150	5,868,243	(4,349)	6,079,044	6,050,489
Unrestricted Funds					
Corporate Funds - General	-	-	(51)	(51)	(51)
School Improvement Fund	-	-	344,832	344,832	270,639
Non-charitable trading funds held by subsidiary			200	200	200
	225,157	6,203,906	330,625	6,759,688	6,415,932

b Charity

	Tangible Fixed Assets £	Fixed Asset Investments £	Net Current Assets £	Total 2023 £	Total 2022 £
Restricted Funds					
Consolidated Educational Endowments - Income	10,007	335,663	(10,007)	335,663	94,655
Endowment Funds					
Consolidated Educational Endowments - Capital	215,150	5,868,243	(4,349)	6,079,044	6,050,489
Unrestricted Funds					
Corporate Funds - General	-	-	-	-	-
School Improvement Fund	-	-	344,832	344,832	270,639
	225,157	6,203,906	330,476	6,759,539	6,415,783

INCORPORATED ROCHESTER DIOCESAN BOARD OF EDUCATION AND ITS SUBSIDIARY

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2023

17a. ANALYSIS OF FUNDS

3. Total Return Approach to investment of permanent endowment

	Trust for investment £	Unapplied total return £	Total 2023 £	Trust for investment £	Unapplied total return £	Total 2022 £
At 1 January						
Gift component of the permanent endowment	4,217,168	-	4,217,168	3,861,875	-	3,861,875
Unapplied total return	-	1,833,321	1,833,321	-	2,791,730	2,791,730
Total	4,217,168	1,833,321	6,050,489	3,861,875	2,791,730	6,653,605
Movements in the reporting period						
Transfer to trust for investment - indexation	168,687	(168,687)	-	355,293	(355,293)	-
Investment return: dividends and interest	-	179,344	179,344	-	178,753	178,753
Investment return: realised and unrealised gains and (losses)	-	462,920	462,920	-	-781,869	-781,869
Total	168,687	473,577	642,264	355,293	-958,409	-603,116
Unapplied total return allocated to income in the reporting period	-	(613,709)	(613,709)	-	-	-
Net movement in the reporting period:	168,687	(140,132)	28,555	355,293	-958,409	-603,116
Gift component of the permanent endowment	4,385,855	-	4,385,855	4,217,168	-	4,217,168
Unapplied total return	-	1,693,189	1,693,189	-	1,833,321	1,833,321
Total at 31 December	4,385,855	1,693,189	6,079,044	4,217,168	1,833,321	6,050,489

4 Restricted Funds

	Balance at 1 January 2023 £	Income £	Expenditure £	Transfers £	Balance at 31 December 2023 £
Consolidated Educational Endowments - Income	(307,434)	13,996	(320,271)	613,709	-
Department of Education Grants	402,089	1,412,457	(1,478,883)	-	335,663
	94,655	1,426,453	-	(1,799,154)	335,663
	Balance at 1 January 2022 £	Income £	Expenditure £	Transfers £	Balance at 31 December 2022 £
Consolidated Educational Endowments - Income	-	6,130	(313,564)	-	(307,434)
Department of Education Grants	-	1,393,164	(991,075)	-	402,089
	-	1,399,294	(1,304,639)	-	94,655

INCORPORATED ROCHESTER DIOCESAN BOARD OF EDUCATION AND ITS SUBSIDIARY

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2023

18. TRUSTEESHIPS

The Board of Education act as Trustees for the following Church of England Schools within the Diocese.

Belvedere Trinity CE Secondary School	Leybourne St Peter and St Paul CE Primary School
Belvedere St Augustine's of Canterbury CE Primary School	Northfleet St Botolph CE Primary School
Bennett Memorial Diocesan CE Secondary School	Penge St John CE Primary School
Bredhurst CE Primary School	Pilgrim CE Primary School
Broadwater Down St Mark CE Primary School	Platt CE Primary School
Bromley Bishop Justus CE Secondary School	Rainham St Margaret CE Primary School
Bromley St Mark CE Primary School	Rusthall St Paul CE Primary School
Bromley Parish CE Primary School	Seal CE Primary School
Burham CE Primary School	Sevenoaks St John CE Primary School
Chatham St John CE Infants School	Shorne CE Primary School
Chiddingstone CE Primary School	Snodland CE Primary School
Chislehurst St Nicholas CE Primary School	Southborough CE Primary School
Cliffe St Helen CE Primary School	St Paul's Cray CE Primary School
Crayford St Paulinus CE Primary School	St Mary's Island CE Primary School
Dartford Holy Trinity CE Primary School	Stone St Mary's CE Primary School
Ditton CE Primary School	Strood St Nicholas CE Primary School
Erith Christchurch CE Primary School	Sundridge & Brasted CE Primary School
Falconwood Bishop Ridley CE Primary School	Sutton at Hone CE Primary School
Grain St James CE Primary School	Swanley St Paul CE Primary School
Gravesend Holy Trinity CE Primary School	Swanley St Mary CE Primary School
Gravesend St George's CE Secondary School	Troy Town St Margaret CE Primary School
Hever CE Primary School	Trottiscliffe CE Primary School
High Brooms St Matthew CE Primary School	Tunbridge Wells St James CE Infants School
Horton Kirby CE Primary School	Tunbridge Wells St James CE Junior School
Hunton CE Primary School	Tunbridge Wells St Marks CE Primary School
Ide Hill CE Primary School	Tunbridge Wells St Peters CE Primary School
Keston CE Primary School	Wateringbury CE Primary School
Knockholt St Katharines CE Primary School	West Kingsdown St Edmund's CE Primary School
Lamorbey Holy Trinity CE Primary School	West Malling CE Primary School
Lamberhurst St Mary's CE Primary School	Westerham Churchill CE Primary School
Langafel CE Primary School	Wrotham St George CE Primary School

19. TRUST FUNDS

At the year end the charitable company held, in separate deposit accounts, £1,987,699 (2022 - £1,875,162) on behalf of a number of Church of England schools.

	£
<i>At 31 December 2022</i>	<i>1,875,162</i>
New money received	46
Purchase of investments	-
Sale of investments	-
Interest and dividends received	79,580
Rentals received	-
Withdrawals in respect of sundry grants	(1,585)
Investment gain / (loss)	34,496
At 31 December 2023	1,987,699

INCORPORATED ROCHESTER DIOCESAN BOARD OF EDUCATION AND ITS SUBSIDIARY

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2023

20. CONSOLIDATED COMPARATIVE ANALYSIS OF FUNDS 2022

1. Analysis of movements in Funds

	Unrestricted Funds	Unrestricted Funds	Restricted Funds	Endowment Funds	Total 2022
	Corporate Funds General £	School Improvements £	Consolidated Educational Income £	Endowment Capital £	£
<i>Balance at 1 January 2022</i>	-	245,802	-	6,653,605	6,899,407
Income in the year	45,563	5,764	1,399,294	178,753	1,629,374
Expenditure in the year	(148)	-	(1,304,639)	-	(1,304,787)
Movements on investments	-	(26,342)	-	(781,869)	-808,211
Transfers between funds	(45,415)	45,415	-	-	-
Balance at 31 December 2022	-	270,639	94,655	6,050,489	6,415,783

2. Analysis of net assets between Funds

	Tangible Fixed Assets £	Fixed Asset Investments £	Net Current Assets £	Total 2022 £
Restricted Funds				
Consolidated Educational Endowments - Income	10,007	-	84,648	94,655
Endowment Funds				
Consolidated Educational Endowments - Capital	237,073	5,740,986	72,430	6,050,489
Unrestricted Funds				
Corporate Funds - General	-	51	(51)	-
School Improvement Fund	-	185,606	85,033	270,639
	247,080	5,926,643	242,060	6,415,783

INCORPORATED ROCHESTER DIOCESAN BOARD OF EDUCATION AND ITS SUBSIDIARY

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2023

21. CONSOLIDATED COMPARATIVE STATEMENT OF FINANCIAL ACTIVITIES 2022

	Unrestricted Funds Corporate Funds General £	Restricted Funds Consolidated Educational Income £	Endowment Funds Endowments Capital £	Total 2022 £
INCOME FROM:				
Charitable activities	-	1,393,164	-	1,393,164
Other trading activities	99,541	-	-	99,541
Investments	5,912	6,130	170,072	182,114
Other income	-	-	8,681	8,681
TOTAL INCOME	105,453	1,399,294	178,753	1,683,500
EXPENDITURE ON:				
Other trading costs				
Charitable activities	54,126	-	-	54,126
Schools' work	148	313,564	-	313,712
Department of Education grants projects	-	991,075	-	991,075
TOTAL EXPENDITURE	54,274	1,304,639	-	1,358,913
Net income/(expenditure) for the year before gains/losses on investments	51,179	94,655	178,753	324,587
Unrealised gains / (losses) on investments	(26,342)	-	(781,869)	(808,211)
Net income/(expenditure) for the year	24,837	94,655	(603,116)	(483,624)
Transfers between funds	-	-	-	-
Transfers between funds - Total Unapplied Return	-	-	-	-
Net movement in funds	24,837	94,655	(603,116)	(483,624)
Fund balances brought forward as previously stated	245,951	-	6,653,605	6,899,556
Fund balances carried forward	270,788	94,655	6,050,489	6,415,932

INCORPORATED ROCHESTER DIOCESAN BOARD OF EDUCATION AND ITS SUBSIDIARY

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2023

22. CONSOLIDATED COMPARATIVE BALANCE SHEET AT 31 DECEMBER 2022

	Unrestricted Funds	Restricted Funds	Endowment Funds	
	Corporate Funds General £	Consolidated Educational Income £	Endowments Capital £	Total 2022 £
Fixed Assets				
Tangible Fixed Assets	-	10,007	237,073	247,080
Investments	185,606	-	5,740,986	5,926,592
	185,606	10,007	5,978,059	6,173,672
Current Assets				
Debtors	57,058	129	1	57,188
CBF Deposits	33,634	446,664	-	480,298
Sarasin Deposits	395	13	-	408
Bank Deposits	22,970	-	-	22,970
Cash at Bank - Current Account	-	(47,429)	72,429	25,000
Cash at Bank - Business Reserve	-	153,056	-	153,056
	114,057	552,433	72,430	738,920
Current Liabilities				
Bank overdraft	-	-	-	-
Creditors	28,875	467,785	-	496,660
	28,875	467,785	-	496,660
Net Current Assets / (Liabilities)	85,182	84,648	72,430	242,260
Total Assets Less Current Liabilities	270,788	94,655	6,050,489	6,415,932
Net Assets	270,788	94,655	6,050,489	6,415,932
Funds				
Unrestricted - General	(51)	-	-	(51)
Designated - School Improvements	270,639	-	-	270,639
Restricted	-	94,655	-	94,655
Endowment	-	-	6,050,489	6,050,489
Non-charitable trading funds held by subsidiary	200	-	-	200
	270,788	94,655	6,050,489	6,415,932

Accounts

INCORPORATED ROCHESTER DIOCESAN BOARD OF EDUCATION

ANNUAL REPORT AND FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2022

INCORPORATED ROCHESTER DIOCESAN BOARD OF EDUCATION

ANNUAL REPORT

FOR THE YEAR ENDED 31 DECEMBER 2022

ADMINISTRATIVE DETAILS

TRUSTEES

No Trustee had any beneficial interest in the company during 2022. The following Trustees served during 2022

The Rt. Rev. Dr. J. Gibbs	The Lord Bishop of Rochester
The Rt. Rev. S. Burton - Jones - Chair	Bishop's nominated representative
The Rev. N. Bourne	Co-option
The Rev. Dr. J. Bowen	Diocesan Synod elected - clergy
The Rev. R. Bristow	Diocesan Synod elected - clergy
Fr. J. Caster	Co-option
Mr. J. J. King	Diocesan Synod elected - lay
Mr. L. Kings	Co-option
Mr. M. Lillie	Co-option (secondary Headteacher)
Mr. A. Longmuir	Diocesan Synod elected - lay
Mrs. S. Phillips	Co-option (primary Headteacher)

The 2022 Board Reconstitution composition and membership is detailed on page 8 Structure and Governance.

The charity is relying upon the guidance issued by the Charities Commission in relation to the induction and training of Trustees. In 2022, an induction meeting took place, where an information pack was issued and Senior Members of staff presented key responsibilities.

SENIOR STAFF AND ADVISERS

Director of Education	John Constanti
Deputy Director of Education	Virginia Corbyn
Lead Consultant for School Improvement	Caroline Crofts (to April 2022)

Registered Office 1 The Sanctuary Westminster London SW1P 3JT

Principal Office Diocesan Office St. Nicholas' Church Boley Hill Rochester Kent ME1 1SL

Bankers National Westminster Bank Plc Chatham Branch 148 High Street Chatham Kent ME4 4DB

Auditors Crowe U.K. LLP Riverside House 40-46 High Street Maidstone Kent ME14 1JH

Solicitors Stone King LLP Boundary House 91 Charterhouse St. Barbican London EC1M 6HR

Investment Advisers CCLA Investment Management Ltd
Senator House 85 Queen Victoria Street London EC4V 4ET
and
Sarasin & Partners LLP
Juxon House 100 St Paul's Churchyard London EC4M 8BU

Insurers Ecclesiastical Insurance Office plc Beaufort House Brunswick Road Gloucester GL1 1JZ

INCORPORATED ROCHESTER DIOCESAN BOARD OF EDUCATION

ANNUAL REPORT

FOR THE YEAR ENDED 31 DECEMBER 2022

The Trustees, who are also Directors for the purposes of company law, present their annual report, together with the audited financial statements for the year ended 31 December 2022.

The Directors/Trustees are one and the same and in signing as Trustees they are also signing the Strategic Report sections in their capacity as Directors.

This combined report satisfies the legal requirements for:

- a Directors Report of a charitable company,
- a Trustees' Annual Report under the Charities Act 2011.

MISSION STATEMENT

To support and encourage the work of schools, churches and parishes across the Diocese of Rochester in Christian distinctiveness through excellent education of children and young people.

LEGAL OBJECTS

The Incorporated Rochester Diocesan Board of Education's objects are confirmed within the objects clause of its Memorandum and Articles of Association which are:

1. To maintain and extend education in and knowledge of the Christian religion in general and the faith and practice of the Church of England in particular to all sections of the community within the Diocese of Rochester.
2. To carry out the functions of the Diocesan Board of Education for the Diocese of Rochester under the provisions of the Diocesan Boards of Education Measure 2021 and any legislation amending, supplementing or replacing the same.

The Diocese of Rochester Consolidated Educational Endowments were created by a resolution of the Board passed on 9 November 1994 and are held on the terms of the Uniform Statutory Trusts under Schedule 36 of the Education Act 1996.

In addition Trust Funds are held on behalf of schools. Please refer to note 19 in the financial statements for details of the assets held in this capacity.

STRATEGIC AIMS

The Trustees and officers have continued to work towards achieving the 2022 - 2024 agreed triennial aims and objectives of the Board which can be summarised as follows.

1. To actively promote and support Christian Distinctiveness through developing high quality teaching and learning, leadership and effective governance of our Church schools.
2. To provide focussed support for school effectiveness in order that our Church schools are judged good or better in in both the OFSTED and SIAMS inspection frameworks.
3. To improve the quality of teaching and learning of Religious Education in Church primary schools sharing best practice and offering professional development opportunities for all teaching staff in Church primary schools.
4. To develop effective strategic partnerships with Local Authorities, Teaching Schools Alliances, Multi Academy Trusts and other key stakeholders ensuring that every Church school is part of an informal, formal or structural collaboration which supports their Christian Distinctiveness, school effectiveness and sustainable future.
5. To ensure the good stewardship and effective deployment of the Board of Education's resources, to ensure its sustainable future and ability to deliver its triennial aims and key priorities.
6. To take opportunities for growth through the establishment of new Church schools and maintaining existing Church schools.

OBJECTIVES FOR THE YEAR

The Trustees and officers, of the Board, have continued to work towards achieving the agreed triennial aims and objectives of the Board, as outlined above.

ANNUAL REPORT

FOR THE YEAR ENDED 31 DECEMBER 2022

ACTIVITIES AND ACHIEVEMENTS IN THE YEAR

1. To actively promote and support Christian Distinctiveness through developing high quality teaching and learning, leadership and effective governance of our Church schools.
 - a. The skills audit template continues to be used during the Foundation governor appointment process to ensure that those appointed have the requisite skills and experience to serve.
 - b. Officers or our associate consultants are, wherever possible, involved throughout the appointment process for new Head Teachers liaising with Local Authority officers and governors to ensure the best candidates are appointed.
 - c. We consulted over our training programme and as a result have revised the support and courses offered. Bespoke training is also delivered to governing bodies and MATs, as requested.
 - d. Members of the education team, our Associates and School Improvement partners have supported our Church schools with Head Teacher appraisals, training, school advisory visits, leadership, scoping, IEB and Schools Causing Concern meetings. Support can also be commissioned to provide coaching for head teachers together with packages of mentoring / supervision support.
 - e. The education team regularly review those schools considered to be vulnerable and deploy various measures to support them.
2. To provide targeted challenge and focussed support for school effectiveness in order that our Church schools are judged good or better in both the OFSTED and SIAMS inspection frameworks.
 - a. Over the course of the year, training on the latest SIAMS framework has been delivered by the Deputy Director to support the implementation and improvement of Diocesan schools as Church schools. The Deputy Director also undertakes a number of inspections in neighbouring Dioceses to retain her accreditation as a SIAMS inspector.
 - b. The table below confirms that the percentage of schools judged good or better in both Ofsted and SIAMS. The SIAMS totals 98% and Ofsted 94%. This is as a direct result of the support given to schools by our Deputy Director of Education, School Improvement partners and associate consultants.

Category	SIAS/SIAMS		Ofsted	
	No	%	No	%
Grade 1 Outstanding/Excellent	45	51	13	15
Grade 2 – Good	42	47	71	79
Grade 3 – RI/Satisfactory	1	1	5	6
Grade 4 - Inadequate	0	0	0	0
No current grade	1	1	0	0
Totals	89	100	89	100

3. To improve the quality of teaching and learning of Religious Education in Church primary schools and sharing best practice and offering professional development opportunities for all teaching staff in Church primary schools.
 - a. The Deputy Director of Education provided further support by undertaking SIAMS ready visits, new Head Teacher visits, bespoke training for RE subject leaders and has provided courses in relation to New to a Church School, New to Leading RE, and clergy training for those new to the Rochester Diocese.
4. To improve the quality of teaching and learning of Religious Education in Church primary schools through the implementation of a revised Diocesan syllabus, sharing best practice and offering professional development opportunities for all teaching staff in Church primary schools.
 - a. The Deputy Director of Education provided further support by undertaking SIAMS ready visits, new Head Teacher visits, bespoke training for RE subject leaders and has provided courses in relation to New to a Church School, New to Leading RE, and clergy training for those new to the Rochester Diocese.

INCORPORATED ROCHESTER DIOCESAN BOARD OF EDUCATION

ANNUAL REPORT

FOR THE YEAR ENDED 31 DECEMBER 2022

ACTIVITIES AND ACHIEVEMENTS IN THE YEAR (CONTINUED)

5. To develop effective strategic partnerships with Local Authorities, Teaching Schools Alliance, Multi Academy Trusts (MATs) and other key stakeholders ensuring that every Church school is part of an informal, formal or structural collaboration which supports their Christian Distinctiveness, school effectiveness and sustainable future.
- a. The Director of Education continued to work closely with schools and Multi Academy Trusts (MATs) in relation to their conversion and growth supporting them on the development of new Church of England school bids in areas of planned new housing development across the Rochester Diocese.
- b. The Director of Education continued to assist in developing the national Church educational policy.
- c. The Director of Education liaises regularly with local authorities about the performance of schools and a set of information sharing protocols has been agreed with KCC.

The following tables provide details of the status of our Church schools and our Church Multi Academy Trusts (MATs) membership.

Table 1 - Church of England schools by status and sector in Diocese of Rochester

School Status	Number of Primary Schools	Number of Secondary Schools
Voluntary Aided (VA)	20	1
Voluntary Controlled (VC)	29	0
Academies & Free Schools	35	4

Table 2 - Church Multi-Academy Trusts in the Diocese of Rochester

Name of MAT	Local Authority Area	Number of academies
Aletheia Anglican Academies Trust	Kent	11
Amadeus Primary Academies Trust	Bexley	6
Aquinas Church of England Education Trust	Bromley	11
Medway Anglican School Trust	Medway	4
Pilgrim Academy Trust	Medway	4
Tenax Trust	Kent/Sussex	8
Trinitas Academy Trust	Bexley	7

6. To ensure the good stewardship and effective deployment of the Board of Education's resources, to ensure its sustainable future and ability to deliver its triennial aims and key priorities.
- a. For several different reasons financial markets were turbulent during 2022 and the Finance and Resources Committee reviewed and monitored, on a quarterly basis, investment yields and growth.
- b. The main points associated with the Board of Education's finances in 2022 can be summarised as follows:
 - i. The operational deficit decreased from £103,612 in 2021 to a surplus of £324,587 in 2022.
 - ii. Investment income increased from £174,515 in 2021 to £182,114 in 2022.
 - iii. Unrealised gain on investments of £688,670 in 2021 compared to a £808,211 unrealised loss in 2022.
 - iv. The Board of Education's fund balances decreased from £6,653,605 in 2021 to £6,050,489 in 2022.
 - v. The Board's income funds were £1,609,453 in 2021 compared to £1,629,374 in 2022.
7. In May 2019, the trustees approved to adopt the Total Return approach to investments. This now enables funds to be available to meet any annual deficits of expenditure exceeding income without breaching the requirements of the various restricted funds.
8. To take opportunities for growth through the establishment of new Church schools and maintaining existing Church schools.
- b. The project delivery of the new Secondary School in Ebbsfleet garden city (Alkerden) with the Aletheia Anglican Academies Trust progresses.

FUTURE PLANS

The Trustees and officers, of the Board, will continue to work towards achieving the agreed strategic aims of the Board, for the triennium, as previously outlined on page 2.

ANNUAL REPORT

FOR THE YEAR ENDED 31 DECEMBER 2022

FINANCIAL REVIEW

1. Financial Performance

A number of global challenges impacted on operations and finances during the year and the key elements are highlighted below.

A comparison of the income received for 2021 and 2022 can be summarised as follows:

- a. The subsidiary trading company surplus increased by £46,355 from a loss of £3,470 in 2021 to a surplus of £42,885 in 2022.
- b. Investment income increased by £7,599 from £174,515 in 2021 to £182,114 in 2022.
- c. Unrealised gain on investments of £688,670 in 2021 compared to a £808,211 unrealised loss in 2022.

A comparison of expenditure incurred for 2021 and 2022 can be summarised as follows:

- a. Overall expenditure for schools' work increased by £10,194 from £303,518 in 2021 to £313,712 in 2022.
- b. The schools' work expenditure from the Restricted Income fund increased by £10,052 from £303,512 in 2021 to £313,564 in 2022.
- c. Revenue grant expenditure increased by £4,284 from £1,558 in 2021 to £5,842 in 2022.
- d. Governance costs were unaltered at £5,850 for both 2021 and 2022.

There was a transfer of £nil from Capital to the Income fund.

The various income and expenditure movements for the year had the following impact on reserves:

- a. The Corporate Funds reserve remained unchanged at zero.
- b. The School Improvements Funds reserve increased by £24,837 from £245,802 in 2021 to £270,639 in 2022.
- c. The Restricted Income Fund reserve increased by and to £94,655 with a nil balance in 2021.
- d. The Endowment Funds reserve decreased by £603,116 from £6,653,605 in 2021 to £6,050,489 in 2022.

The Trustees were unable to prepare a balanced budget for 2023 and estimate an overall net deficit of some £76,699 although as noted in the Going Concern statement the investment and cash balances could be deployed to cover any operating deficit in the short to medium term.

The Trustees through the Finance and Resources Committee will continue to explore further options in order to increase income and decrease expenditure.

2. Reserves Policy

Reserves are an inherent part of the risk management process. The need for reserves will vary depending on our financial position and forecasts and our assessment of the risks we face at a particular time.

The Trustees have reviewed and approved the 2022 reserves policy which takes account of the predominant risks, challenges and the working capital requirements in both the short and medium term.

It is the Trustees' policy to, wherever possible, meet expenditure by generating income from the restricted funds, the trading subsidiary and from any DBF grant receipts.

The policy previously agreed was to use unrestricted funds before any other funds until those unrestricted reserves reach a nil balance.

The Trustees are aware that income annually excluding unrealised investment gains is presently insufficient to meet the expenditure annually necessary to meet the Trustees' approved activities. Unless and until the two are balanced, the Trustees recognise that they will need to use investment gains less losses each year as calculated on the Total Return fund basis and then, if necessary, utilise any unrestricted reserves and then the Unapplied Total Return Fund to cover any remaining deficit which arises. Accordingly, they will, if necessary, agree annually an amount to be transferred from the Unapplied Total Return Fund to cover that year's deficit if any. Investment gains over and above any needed to cover a deficit for the year in question will be added to this Fund annually and a sum representing inflation on the capital funds of the Board in accordance with CPI rates will be transferred from this Fund to the Trust for Investment capital reserve.

The Diocesan Board of Education also holds restricted reserves which have generally been historically accumulated from the sale of redundant school properties. These restricted reserves can only be used towards the cost of Church of England schools (buildings, resources and advice).

Unrestricted and restricted reserves are largely invested in diversified investment funds which historically rise in value over the long term. The value is monitored regularly by the Board's Finance and Resources Committee, and Trustees have delegated to that Committee the timing and level of sales of investments in order to meet such annual deficit as calculated before unrealised investment gains/losses.

As at 31 December 2022 the total consolidated funds totalled £6,415,783 (2021 £6,899,407) of which £6,145,144 (2021 £6,653,605) were restricted and £270,639 (2021 £245,802) were unrestricted, which are the charity's free reserves.

The 2022 reserves policy and three year aims and objectives for 2022 - 2024 have been approved by the Trustees.

INCORPORATED ROCHESTER DIOCESAN BOARD OF EDUCATION

ANNUAL REPORT

FOR THE YEAR ENDED 31 DECEMBER 2022

FINANCIAL REVIEW (CONTINUED)

3. Grant Making Policy

When considering school applications for financial assistance, the Trustees will adopt the following priorities:

- a. The total value of grants will be limited to the revenue income. Any grant award, which would necessitate expenditure of the endowment fund, will not normally be approved.
- b. All projects should be approved for grant aid by the DfE and supported by the LA.
- c. New Church Aided primary schools.
- d. New Church Aided secondary schools.
- e. Church Controlled schools deciding to adopt Church Aided status.
- f. Existing Church Aided schools.
- g. Schools serving socially deprived areas.
- h. The Governing Body's financial resources.
- i. Previous projects, at the school, funded by the Board of Education.

4. Investment Policy

The Board has a policy to invest in accordance with the ethical investment policy of the Church of England.

In line with this policy the Trustees considered the most appropriate vehicle for investing funds and found that specialised pooled funds, designed for the church and charity sector and managed by the Central Board of Finance (CCLA) and Sarasin & Partners meet their requirements to generate both income and capital growth.

The performance of investment markets fluctuated during the year. The investment portfolio at 31 December 2022 decreased due to a loss of £808,211 (2021 - £688,670 gain)

	2022	2021
	%	%
Actual Total Return Achieved	(9.39)	14.28
ARC Steady Growth Charity Index	(9.50)	12.20

The Charitable Company currently holds £446,664 in cash deposits with the Central Board of Finance (CCLA), which are held in order to provide cash for the charity's operations. Cash deposit interest rates remained at low levels during the year ranging between 0.20% - 0.50%.

The Finance and Resources Committee reviews and monitors the performance of the investment funds on a quarterly basis.

5. Related Parties

Employees of the Rochester Diocesan Board of Education are jointly employed by The Rochester Diocesan Society and Board of Finance ('RDBF'). The RDBF operates both a defined benefit pension arrangement and defined contribution pension schemes, shared HR, IT, communication and financial administration services. The RDBF charge an apportionment of office and administration expenses for the shared premises. Some Trustees of the Board of Education are nominated by the Deanery Synods for the appointment by the Diocesan Synod.

During the year a surplus of £42,885 resulted from the Diocesan Schools Agency, which will be transferred to the Incorporated Rochester Diocesan Board of Education. A £6,000 contribution towards staff costs was received from The Diocesan Schools Agency to the Incorporated Rochester Diocesan Board of Education.

The Board of Education acts as a member with a limited liability of £10 for the following Multi Academy Trusts:- Aquinas, MAST, Amadeus, Trinitas, Alethia, Pilgrim. Additionally the Rochester Diocesan Board of Education also appoints governors to Voluntary Aided and Voluntary Controlled Schools. The Diocesan Schools Agency provides services to the Multi Academy Trusts, Voluntary Aided and Voluntary Controlled Schools at an arms-length basis at the discretion of the schools.

6. Public Benefit

When considering the Incorporated Rochester Diocesan Board of Education and its subsidiary's activities, the Trustees have complied with the duty in Section 4 of the Charities Act 2011 to have due regard to the Charity Commission's general guidance on public benefit. No changes to ongoing activities were considered necessary as the varied works of the Board of Education have always benefited the public in numerous ways as detailed in this report.

7. Going Concern

Accounting standards require the Trustees to consider the appropriateness of the going concern basis when preparing the financial statements. The Trustees regard the going concern basis as being appropriate as the Charitable Company has adequate resources to continue in operational existence for the foreseeable future. The Charitable Company has adequate financing facilities based on the Trustees' review of the forecast and the current level of free reserves available given that the investment and cash balances could be deployed to cover any operating deficit in the short to medium term.

INCORPORATED ROCHESTER DIOCESAN BOARD OF EDUCATION

ANNUAL REPORT

FOR THE YEAR ENDED 31 DECEMBER 2022

PRINCIPAL RISKS AND UNCERTAINTIES

The Trustees are responsible for the identification and management of risk and to achieve this, a register of identified risks is maintained and, alongside it a management strategy formed. This is subject to annual review by the Trustees with the responsibility for delivery of the identified management strategies, being delegated to the Director of Education.

In the Trustees' opinion there are established resources and review systems, which under normal conditions, should allow the identified risks to be mitigated to an acceptable level in its day to day management.

No risks were identified in the 2022 or 2021 risk register where the probability and impact of the events is considered "high".

The accounts are approved during a period where some uncertainties remain post COVID-19 and as a result of the costs of living crisis. Through appropriate consideration of risks as part of its normal risk management processes and mitigating actions both already taken and available to be taken, trustees consider it appropriate for the going concern basis to be adopted in these accounts.

STRUCTURE AND GOVERNANCE

Summary information about the structure of the Church of England

The Church of England is the established church with His Majesty The King as its Supreme Governor. It is organised into two provinces (Canterbury and York) with a total of 42 Dioceses. Each Diocese is a See under the care of a Bishop who is charged with the cure of souls of all people within the geographical area. This charge is shared with priests within benefices and parishes which are sub divisions of the Diocese. Within each Diocese, overall leadership lies with the Diocesan Bishop, who exercises that input as Bishop within the Diocesan Synod.

The Diocese of Rochester is divided into three Archdeaconries within which there are seventeen deaneries, each with its own Deanery Synod. Within each deanery there are individual ecclesiastical parishes with their own parochial church council, which shares with the parish priest, local responsibility for the mission of the church.

Organisational structure

The Diocesan Boards of Education Measure 2021 confirms that for every Diocese there shall be a Diocesan Board of Education which shall have certain functions and shall be responsible to the Diocesan Synod. The Bishop, after consultation with the Board, shall appoint a Director of Education for the Diocese who shall act as secretary to the Board.

The Incorporated Rochester Diocesan Board of Education is a company limited by guarantee (No. 46014) and a registered charity (No. 1031550) governed by its Memorandum and Articles of Association.

The Board's principal activity is to maintain and extend education in and knowledge of the Christian religion in general and the faith and practice of the Church of England in particular to all sections of the community within the Diocese of Rochester. It was established in its present form on the 19 November 1895.

Governance and policy of the Board is the responsibility of the Trustees, who are also members of the company and trustees for the purposes of charity law.

The Board's composition and membership during the 2022 financial year were governed by its revised Articles of Association. In October 2016, the Diocesan Synod approved proposals for the reconstitution of the DBE. The Secretary of State for Education approved the revised Articles of Association and issued an Order in November 2017. New Board members were appointed in the autumn of 2021 and established in January 2022.

INCORPORATED ROCHESTER DIOCESAN BOARD OF EDUCATION

ANNUAL REPORT

FOR THE YEAR ENDED 31 DECEMBER 2022

STRUCTURE AND GOVERNANCE (CONTINUED)

Organisational structure (continued)

The Trustees' term of office is three years and those who served during the year are shown on page 1.

From January 2022 the Board's composition and membership is summarised as follows.

1. The Bishop.
 2. One Trustee nominated by the Bishop.
 3. Six Trustees elected by Diocesan Synod (i)
 - a. 3 Clerks in Holy Orders (for each of the 3 Archdeacons).
 - b. 3 Lay persons on the electoral roll for their parish (for each of the 3 Archdeacons).
 4. At least 2 Trustees but not more than 6 Trustees co-opted by the DBE
 - a. 2 serving Headteachers at CE schools/academies (one primary and one secondary)
 - b. Up to 4 other Trustees with experience of other area of work with which the DBE is concerned including: finance, legal, HR, school improvement, charity trusteeship, school governorship, leadership or public relations.
- (i) Under 3. Diocesan Synod elected members
- a. These are nominated by Deanery Synods, reviewed by Bishop's Council and then elected by Diocesan Synod.
 - b. Such candidates must either reside or work or worship in the Diocese but need not themselves be members of the Diocesan Synod.
 - c. Any casual vacancy among the elected members (which expression includes the case where insufficient candidates have been nominated to fill the places available) shall be filled in such a manner as may be determined by the Diocesan Synod.

The following Local Authorities within the Diocese shall each be entitled to nominate one person to attend meetings of the Board on the Local Authority's behalf. These persons are not eligible to vote at such meetings and do not hold the position of Trustee or Member of the Charity:

1. The Council of the London Borough of Bexley
2. The Council of the London Borough of Bromley
3. Kent County Council and
4. Medway Council.

Decision making structure

Corporate priorities, the overall financial strategy for the Board, in accordance with its objects, are the responsibility of the Trustees as is their review and monitoring. Operational delivery of these priorities and strategies is delegated to the Director of Education.

The Board meets up to six times a year to conduct its business, approve policy and review the impact of its work. Much of the operational decision-making is delegated to a Finance and Resources Committee and a School Effectiveness Committee which both meet up to three times per year.

These sub-committees are a critical part of the Board's work and provide oversight and monitoring of the key areas of responsibility to ensure that the Diocesan Board of Education (DBE), as an independent, incorporated charitable company, remains compliant with legislation and the requirements of the Charity Commission.

The Trustees are assisted in their work by officers and the following two Committees.

1. Finance and Resources Committee
Meets up to three times per year and reviews and monitors the management and annual accounts, budget, investment performance, school building projects, reserves and risk management policies and external audit.
2. School Effectiveness Committee
Meets up to three times per year and monitors and reviews the performance of Church schools in terms of academic and Christian distinctiveness identifying those that are vulnerable.

INCORPORATED ROCHESTER DIOCESAN BOARD OF EDUCATION

ANNUAL REPORT

FOR THE YEAR ENDED 31 DECEMBER 2022

STRUCTURE AND GOVERNANCE (CONTINUED)

Decision making structure (continued)

Trustees are members of the Board and are selected as outlined on page 8. At the beginning of each triennium an induction meeting is arranged for all Trustees led by the Director of Education to brief them on: their legal obligations under charity and company law, the Charity Commission guidance on public benefit, and inform them of the content of the Memorandum and Articles of Association, the committee and decision-making processes, the business plan and recent financial performance of the charity. During the Induction meeting Trustees meet key employees and other Trustees. Trustees are encouraged to attend appropriate external training events where these will facilitate the undertaking of their role.

Charity Governance Code

The Trustees have reviewed the Governance of the Charity in light of the Charity Governance Code which was published in 2017. The Trustees seek to comply with the Code.

Funds held as Custodian Trustee

The Board is custodian trustee of assets held on behalf of church schools and others who act as managing trustees. These assets are not aggregated in the financial statements as the Board does not control them and they are segregated from the Board's own assets by means of a separate accounting system. Further details of these assets, whose market value totalled £1,875,162 at 31 December 2022 (2021 - £1,900,219), are provided in notes 18 & 19.

Key management remuneration

The pay of the key management personnel, as detailed in note 9, and all staff are reviewed annually and normally increased in accordance with average earnings to reflect a cost of living adjustment. In view of the nature of the charity, the Trustees benchmark against pay levels in other charities. The remuneration benchmark is the mid-point of the range paid for similar roles in similar charities and sizes.

Funds held on behalf of church schools

The Board receives contributions from governors of church voluntary aided schools within the Diocese in connection with their major repair and capital projects and also government grants in connection with same. The Board administers these monies as managing agent and makes appropriate payments to consultants and contractors for work undertaken. These monies do not belong to the Board and therefore these receipts and payments are not treated as income and expenditure in the Statement of Financial Activities. Any monies held, or due at the balance sheet date are treated as debtors or creditors on the balance sheet, as shown in notes 12 and 13.

Total return

On 20 May 2019 the Trustees voted to exercise the power granted under section 104A(2) of the Charities Act 2011 and to adopt a total return approach to investments. The Total Return approach identifies those cumulative investment gains (known as the unapplied total return) which are available if necessary to offset any annual deficits of income (excluding unrealised investment gains) against expenditure not covered by other available reserves.

The date that the initial value of the Trust for Investment and the initial value of the unapplied total return were established was 31 December 1996. In order to identify the initial amounts of the trust for investment the Trustees have used the valuation of investments at 31 December 1996. The unapplied total return has been calculated from this point onwards by (a) an annual reduction for the inflationary increase in the initial Trust for Investment using CPI and (b) any annual deficits since 1996 not covered by other available reserves.

In 2022, the use of total return was not necessary as the Educational Income Revenue Reserve was in surplus by £94,655.

In 2021, there was a deficit of £292,613 (2020 : £263,703) which was partly covered by a transfer from Capital to Revenue, proving the total return approach to be beneficial.

INCORPORATED ROCHESTER DIOCESAN BOARD OF EDUCATION

ANNUAL REPORT

FOR THE YEAR ENDED 31 DECEMBER 2022

TRUSTEES' RESPONSIBILITIES

The Trustees are responsible for preparing the Trustees' Report and the financial statements in accordance with applicable law and regulations.

Company law requires the Trustees to prepare financial statements for each financial period in accordance with United Kingdom Generally Accepted Accounting Practice (United Kingdom Accounting Standards) and applicable law.

Under company law the Trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the charitable company and of its net income for that period. In preparing these financial statements, the Trustees are required to:

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

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

In determining how amounts are presented within items in the statement of financial activities and balance sheet, the Trustees have had regard to the substance of the reported transaction or arrangement, in accordance with generally accepted accounting principles or practice.

So far as each of the Trustees is aware at the time the report is approved:

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

The re-appointment of Crowe U.K. LLP as auditors will be proposed at the Annual General Meeting.

The Annual Report was approved by the Board on 7 June 2023 and signed on its behalf by

A handwritten signature in blue ink that reads "Simon Tonbridge". The signature is written in a cursive style and is positioned above a horizontal line.

The Rt. Rev. S. Burton - Jones
Chair of the Board

INCORPORATED ROCHESTER DIOCESAN BOARD OF EDUCATION

INDEPENDENT AUDITORS' REPORT TO THE TRUSTEES

Independent Auditor's Report to the Trustees of the Incorporated Rochester Diocesan Board of Education

Opinion

We have audited the financial statements of the Incorporated Rochester Diocesan Board of Education for the year ended 31 December 2022 which comprise the Statement of Financial Activities, the Balance Sheet and the notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 *The Financial Reporting Standard applicable in the UK and Republic of Ireland* (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 December 2022 and of the charitable company's net movement in funds, including the income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

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

Responsibilities of trustees for the financial statements

As explained more fully in the trustees' responsibilities statement [set out on page 10], the trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

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

Auditor's responsibilities for the audit of the financial statements

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

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

INDEPENDENT AUDITORS' REPORT TO THE TRUSTEES (CONTINUED)

Audit response to risks identified

Our procedures to respond to risks identified included the following:

- reviewing the financial statement disclosures and testing to supporting documentation to assess compliance with relevant laws and regulations discussed above;
- reading minutes of meetings of those charged with governance; and,
- in addressing the risk of fraud through management override of controls, testing the appropriateness of journal entries and other adjustments; assessing whether the judgements made in making accounting estimates are indicative of a potential bias; and evaluating the business rationale of any significant transactions that are unusual or outside the normal course of business.

We gained an understanding of the legal and regulatory framework applicable to the charity and the industry in which it operates, and considered the risk of acts by the charity which were contrary to applicable laws and regulations, including fraud.

We designed audit procedures to respond to the risk, recognising that the risk of not detecting a material misstatement due to fraud is higher than the risk of not detecting one resulting from error, as fraud may involve deliberate concealment by, for example, forgery, misrepresentations or through collusion.

We focused on laws and regulations that could give rise to a material misstatement in the charity's financial statements. Our tests included, but were not limited to:

- agreement of the financial statement disclosures to underlying supporting documentation;
- enquiries of management;
- review of minutes of Board meetings throughout the period; and
- considering the effectiveness of control environment

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

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the Directors' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the company's ability to continue as a going concern for twelve months from the date the Accounts are signed.

Other information

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

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

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

- the information given in the Trustees' Annual Report for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the Trustees' Annual Report has been prepared in accordance with applicable legal requirements.

INDEPENDENT AUDITORS' REPORT TO THE TRUSTEES (CONTINUED)

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the Trustees' Annual Report.

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

- adequate accounting records have not been kept by the charitable company; or
- the charitable company financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit; or
- the trustees were not entitled to prepare the financial statements in accordance with the small companies' regime and take advantage of the small companies' exemptions in preparing the trustees' report and from the requirement to prepare a strategic report.

Use of Our Report

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



Ian Weekes
For and on behalf of Crowe U.K. LLP, Statutory Auditors
Riverside House 40-46 High Street Maidstone Kent ME14 1JH

Date: 19 June 2023

INCORPORATED ROCHESTER DIOCESAN BOARD OF EDUCATION

STATEMENT OF FINANCIAL ACTIVITIES

FOR THE YEAR ENDED 31 DECEMBER 2022

	Notes	Unrestricted Funds Corporate Funds General £	Unrestricted Funds School Improvements £	Restricted Funds Consolidated Educational Income £	Endowment Funds Endowments Capital £	Total 2022 £	Total 2021 £
INCOME FROM:							
Charitable activities	3	-	-	1,393,164	-	1,393,164	1,409,547
Other trading activities	4	45,415	-	-	-	45,415	6,000
Investments	6	148	5,764	6,130	170,072	182,114	174,515
Other income	7	-	-	-	-	-	10,712
Rents Receivable		-	-	-	8,681	8,681	8,679
TOTAL INCOME		45,563	5,764	1,399,294	178,753	1,629,374	1,609,453
EXPENDITURE ON:							
Charitable activities							
Schools' work	8	148	-	313,564	-	313,712	303,518
Department of Education grants projects		-	-	991,075	-	991,075	1,409,547
TOTAL EXPENDITURE		148	-	1,304,639	-	1,304,787	1,713,065
Net income/(expenditure) for the year before gains/losses on investments		45,415	5,764	94,655	178,753	324,587	(103,612)
Unrealised gains / (losses) on investments	11	-	(26,342)	-	(781,869)	(808,211)	688,670
Net income/(expenditure) for the year		45,415	(20,578)	94,655	(603,116)	(483,624)	585,058
Transfers between funds	14	(45,415)	45,415	-	-	-	-
Transfers between funds - Total Unapplied Return	17	-	-	-	-	-	-
Net movement in funds		-	24,837	94,655	(603,116)	(483,624)	585,058
Fund balances brought forward as previously stated		-	245,802	-	6,653,605	6,899,407	6,314,349
Fund balances carried forward	17	-	270,639	94,655	6,050,489	6,415,783	6,899,407

The above statement contains all the gains and losses recognised in the current and preceding year.

All income and expenditure relates to continuing operations.

The Companies Act 2006 requires a separate income and expenditure account to be prepared to exclude transactions relating to Endowment Funds. No such income and expenditure account has been included in these statements as the relevant exclusions from this Statement of Financial Activities are clearly shown above. These are: Endowment funds income £178,753 (2021 - £177,355).

The notes on pages 16 to 30 form part of these financial statements.

INCORPORATED ROCHESTER DIOCESAN BOARD OF EDUCATION

BALANCE SHEET - COMPANY NUMBER 46014

AS AT 31 DECEMBER 2022

		Unrestricted Funds	Unrestricted Funds	Restricted Funds	Endowment Funds		
		Corporate Funds General	School Improvements	Consolidated Educational Income	Endowments Capital	Total 2022	Total 2021
	Note	£	£	£	£	£	£
Fixed Assets							
Tangible Fixed Assets	10	-	-	10,007	237,073	247,080	260,114
Investments	11	51	185,606	-	5,740,986	5,926,643	6,734,854
		51	185,606	10,007	5,978,059	6,173,723	6,994,968
Current Assets							
Debtors	12	5,194	39,415	129	1	44,739	8,666
CBF Deposits		11,381	22,253	446,664	-	480,298	399,222
Sarasin Deposits		-	395	13	-	408	392
Bank Deposits		-	22,970	-	-	22,970	16,921
Cash at Bank - Current Account		-	-	(47,429)	72,429	25,000	25,000
Cash at Bank - Business Reserve		-	-	153,056	-	153,056	115,369
		16,575	85,033	552,433	72,430	726,471	565,570
Current Liabilities							
Creditors	13	16,626	-	467,785	-	484,411	661,131
		16,626	-	467,785	-	484,411	661,131
Net Current Assets / (Liabilities)		(51)	85,033	84,648	72,430	242,060	(95,561)
Total Assets Less Current Liabilities		-	270,639	94,655	6,050,489	6,415,783	6,899,407
Net Assets		-	270,639	94,655	6,050,489	6,415,783	6,899,407
Funds							
Unrestricted	17	-	270,639	-	-	270,639	245,802
Restricted	17	-	-	94,655	-	94,655	-
Endowment	17	-	-	-	6,050,489	6,050,489	6,653,605
		-	270,639	94,655	6,050,489	6,415,783	6,899,407

Approved and authorised for issue by the Board on 7 June 2023

+ Simon Tonbridge

The Rt. Rev. S. Burton - Jones
Chair of the Board

The notes on pages 16 to 30 form part of these financial statements.

INCORPORATED ROCHESTER DIOCESAN BOARD OF EDUCATION

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 DECEMBER 2022

1. ACCOUNTING POLICIES

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounting in accordance with the Financial Reporting Standard (FRS) 102, the Statement of Recommended Practice for Charities (SORP 2015) (Second Edition, effective January 2019) and the Companies Act 2006.

The financial statements have been prepared under the historical cost convention with items recognised at cost or transaction value unless otherwise stated in the relevant accounting policy note.

In preparing the financial statements, the Trustees are required to make certain judgements and estimates. The key judgements and estimates are considered to be the valuation of investment property. The Trustees consider that the carrying value of the social investment property at £205,857 (see note 10) is a fair representation of the open market value of that property.

The charity constitutes a public benefit entity as defined by FRS 102.

Accounting standards require the Trustees to consider the appropriateness of the going concern basis when preparing the financial statements.

a) Income

Donations and legacies are accounted for as soon as their amount and receipt are certain. In the case of donations this is usually when they are received. All other income is accounted for under the accruals concept.

b) Expenditure

Expenditure is accounted for under the accruals concept inclusive of VAT. VAT is included as it is not recoverable by the Charitable Company. Governance costs are those costs associated with constitutional and statutory requirements.

c) Investments

Investments are included in the balance sheet at Bid price apart from the investment in the subsidiary company which is included at cost. Realised gains or losses on sale of investments represent proceeds of sale less the appropriate proportion of the opening carrying value and are shown in the Statement of Financial Activities.

Unrealised gains or losses on revaluation of investments are shown in the Statement of Financial Activities.

d) Allocation of expenditure

Common, shared items of expenditure are apportioned to the different areas of work based on the number of employees within each area. The irrecoverable element of VAT is included with the items of expense to which it relates.

e) Funds

Restricted funds are funds subject to specific conditions imposed by the donor which are binding on the Trustees.

Unrestricted funds have no restrictions on their use.

Designated funds are a form of unrestricted fund, which has been allocated or designated for specific purposes by the Charitable Company itself. The use of designated funds for their designated purpose will remain at the discretion of the Trustees. Endowment funds are restricted funds whose income can be used to fund schools' work.

The Corporate Funds are unrestricted funds, the Income Fund of the Consolidated Educational Endowments is a restricted fund, the Capital Fund of the Consolidated Educational Endowments is an endowment fund and the School Improvements Fund is an unrestricted fund.

INCORPORATED ROCHESTER DIOCESAN BOARD OF EDUCATION

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 DECEMBER 2022

1. ACCOUNTING POLICIES (CONTINUED)

f) Depreciation

Depreciation is provided on all tangible fixed assets in use, other than freehold land, at rates calculated to write off the cost or valuation, less estimated residual value of the asset over its expected life, as follows:

Freehold Buildings	- No depreciation is provided as the residual value of the properties is such that any depreciation charge would be immaterial to the accounts.
Investment Property	- Investment Property is held at its open market value. Depreciation is not charged in accordance with FRS102.
Mobile Classrooms	- over 1 year.
Motor Vehicles	- over 4 years.

Assets with a cost of below £1,500 are not capitalised and are charged as an expense in the Statement of Financial Activities.

g) Pensions

The assets of the pension scheme are held separately from those of the Board and are invested with the Ecclesiastical Insurance Group under the supervision of the scheme Trustees. The Board's contribution to the scheme is charged to its income and expenditure as contributions are made, as disclosed in note 16.

h) Grants

Grants made by the Board are treated as expenditure when they are approved.

i) Liability recognition

Liabilities are recognised when an obligation arises to transfer economic benefits as a result of past transactions or events.

j) Debtors

Trade and other debtors are recognised at the settlement amount due. Prepayments are valued at the amount prepaid net of any trade discounts due.

INCORPORATED ROCHESTER DIOCESAN BOARD OF EDUCATION

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2022

2. EDUCATION ACTS 1944 ,1973 AND 1996

The Consolidated Educational Endowments Funds emanate from the sale proceeds of former school buildings and from endowments of closed schools.

On 9 November 1994 the Board of Education passed a resolution under what is now Section 557 of the 1996 Act to adopt the uniform statutory trusts in respect of funds held under Section 86 schemes and Section 2 orders and to consolidate the funds and endowments as "The Diocese of Rochester Consolidated Educational Endowments".

3. CHARITABLE ACTIVITIES

	2022 £	2021 £
Consolidated Educational Endowments - Income		
Department of Education grants	1,269,460	1,303,694
Contributions from Schools	123,704	105,853
	<u>1,393,164</u>	<u>1,409,547</u>

4. OTHER TRADING ACTIVITIES

	2022 £	2021 £
Corporate Funds - General		
The Diocesan Schools Agency Ltd - profit to parent charity	39,415	-
Contribution to staff costs	6,000	6,000
	<u>45,415</u>	<u>6,000</u>

INCORPORATED ROCHESTER DIOCESAN BOARD OF EDUCATION

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2022

5. NET INCOME FROM TRADING ACTIVITIES OF SUBSIDIARY

	2022	2021
	£	£
Surplus on ordinary activities prior to contribution to charity	42,885	3,530
Amount to be transferred to charity	(35,885)	-
Contribution to staff costs	(7,000)	(7,000)
Retained surplus/(deficit) in subsidiary	<u>-</u>	<u>(3,470)</u>

6. INCOME FROM INVESTMENTS

	2022	2021
	£	£
Quoted Investments		
Corporate Funds - General		
CBF deposit interest	148	6
School Improvements		
Bank interest	50	2
Sarasin Income distribution	5,455	5,638
Sarasin Interest	5	-
CBF deposit interest	254	6
	<u>5,764</u>	<u>5,646</u>
Consolidated Educational Endowments - Capital		
CBF Investment Fund	106,812	103,301
Sarasin Income distribution	63,260	65,375
	<u>170,072</u>	<u>168,676</u>
Consolidated Educational Endowments - Income		
CBF deposit interest	5,141	131
Sarasin Interest	16	1
Bank interest	973	55
Rent Receivable		
	<u>6,130</u>	<u>187</u>
	<u>182,114</u>	<u>174,515</u>

The investment income relates to income generated from endowments to support the Charitable Company's work in schools.

INCORPORATED ROCHESTER DIOCESAN BOARD OF EDUCATION

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2022

7. OTHER INCOME

	2022	2021
	£	£
Consolidated Educational Endowments - Income		
Profit on sale of motor vehicles	-	10,712
Total Other Income	-	10,712

8. ANALYSIS OF COSTS

		2022	2021
		Schools'	Schools'
		Work	Work
		£	£
Corporate Funds - General			
Staff charges - Costs	Direct	148	6
Consolidated Educational Endowments - Income			
Schools' festival	Direct	(570)	180
Staff charges - Costs	Direct	263,046	261,805
Depreciation - Motor vehicles	Support	13,034	11,825
Office costs	Support	25,812	21,561
Equipment costs	Support	550	733
Revenue Grants	Support	5,842	1,558
Audit costs - Governance costs	Support	5,850	5,850
		313,564	303,512

Included in the Schools Work costs is an amount of £5,850 for audit fees (2021- £5,850).
Total audit fees for the Charitable Company and its subsidiary total audit fees amounted to £10,725 (2021 - £10,725).

INCORPORATED ROCHESTER DIOCESAN BOARD OF EDUCATION

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2022

9. STAFF CHARGES

	2022 £	2021 £
Wages and salaries	182,249	178,025
Social security costs	20,223	19,692
Other pension costs	25,593	26,420
Pension administration costs	14,524	17,016
Employee life cover costs	8,242	6,900
Travelling and sundry expenses	12,363	13,758
	<u>263,194</u>	<u>261,811</u>
Corporate Funds - General		
Management and administration of the Charity	<u>148</u>	<u>6</u>
	148	6
Consolidated Educational Endowments - Income	<u>263,046</u>	<u>261,805</u>
Total	<u>263,194</u>	<u>261,811</u>

The average monthly number of employees was 3 (2021 - 4).

The numbers of staff whose emoluments (including taxable benefits in kind but excluding employer's pension contributions) amounted to more than £60,000 were as follows:

	2022 Number	2021 Number
£60,001 - £70,000	1	1
£70,001 - £80,000	-	-
£80,001 - £90,000	1	1

None of the Trustees received any remuneration in this or the previous year.
Amounts paid to Trustees for reimbursement of expenses totalled £nil (2021 - nil).

The number of Trustees accruing benefits under defined benefit pension schemes was nil (2021 - nil).

Remuneration of key management personnel

The cost to the organisation of remunerating Key Management Personnel was £197,825 (2021: £190,810)
Costs include gross pay, employer's pension, employer's NI, taxable benefits and contractors' payments.

In addition to the Trustees, key management personnel are deemed to be those having authority and responsibility, delegated to them by the Trustees for planning, directing and controlling the activities of the Diocesan Board of Education.
During 2022 they were:-

Director of Education	John Constanti
Deputy Director of Education	Virginia Corbyn

INCORPORATED ROCHESTER DIOCESAN BOARD OF EDUCATION

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2022

10. TANGIBLE FIXED ASSETS

	Freehold Property	Social Investment Property	Motor Vehicle	Mobile Classrooms	Total
	£	£	£	£	£
Cost or valuation					
At 1 January 2022	10,007	205,857	52,134	16	268,014
Additions	-	-	-	-	-
Disposals	-	-	-	-	-
At 31 December 2022	10,007	205,857	52,134	16	268,014
Depreciation					
At 1 January 2022	-	-	7,900	-	7,900
Charge for year	-	-	13,034	-	13,034
Disposals	-	-	-	-	-
At 31 December 2022	-	-	20,934	-	20,934
Net book values					
At 31 December 2022	10,007	205,857	31,200	16	247,080
At 31 December 2021	10,007	205,857	44,234	16	260,114

Mobile classrooms are written down on acquisition to a nominal value of £1 since they are considered to have no net realisable value to the Board.

The freehold property consists of one piece of land at a cost of £10,000 at the Bennett Memorial CE Secondary School and seven open schools which are included at a nominal value of £1 each which reflects the lack of realisable value of the schools to the Board.

The social investment property comprises additional accommodation purchased for Aylesford St Peter's CE Primary School at a cost of £205,857. The charity received quarterly rental income of £2,170 in respect of this property. No depreciation was charged in the year.

The social investment property is integral to the school, without which the school cannot operate and as such could not be sold without the school closing. The rental yield is approximately 4%. On this basis the Trustees consider £205,857 represents the fair value of the social investment property.

INCORPORATED ROCHESTER DIOCESAN BOARD OF EDUCATION

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2022

11. INVESTMENTS

	Cost 2022 £	Market Value 2022 £	Cost 2021 £	Market Value 2021 £
Quoted Investments				
CBF Investment Fund	796,477	3,588,658	796,477	4,065,063
Sarasin Endowments Fund Class A Inc - DBE	1,764,870	2,152,328	1,764,870	2,457,792
Sarasin Endowments Fund Class A Inc - School Imp.	150,260	185,606	150,260	211,948
	<u>2,711,607</u>	<u>5,926,592</u>	<u>2,711,607</u>	<u>6,734,803</u>
Unquoted Investments				
The Diocesan Schools Agency Ltd	-	51	-	51
	<u>-</u>	<u>5,926,643</u>	<u>-</u>	<u>6,734,854</u>
		2022 £		2021 £
Brought forward at 1 January		6,734,803		6,046,133
Disposals		-		-
Additions		-		-
Unrealised gains / (losses)		(808,211)		688,670
Realised gains / (losses)		<u>-</u>		<u>-</u>
		<u>5,926,592</u>		<u>6,734,803</u>

All quoted investments are tier one investments.

The £51 unquoted investment relates to the cost of 100% of the issued ordinary share capital of the Diocesan Schools Agency Limited a company registered in England and Wales. It is a trading company which transfers all taxable profits to its holding company, this Charitable Company. The surplus on ordinary activities after taxation was £35,885. (2021 - £3,470 deficit). The aggregate of share capital and reserves was £200 (2021 - £200).

The CBF Investment Fund's share value will reflect fluctuations in share prices and currency exchange rates. The Fund includes tangible assets such as property. Any property within the Fund is valued by an external property valuer; any such valuations are a matter of opinion rather than fact.

The Sarasin Investment Fund's share value will reflect fluctuations in share prices and currency exchange rates. The Fund includes tangible assets such as property. Any property within the Fund is valued by an external property valuer; any such valuations are a matter of opinion rather than fact.

Post Balance Sheet Event

The value of our investments at 16 May 2023 totalled £6,087,934 which is some £161,342 (2.7%) above the values at 31 December 2022. It is not known what the full impact of the cost of living increases and the war in the Ukraine will be. The values of the investment portfolios will continue to be monitored.

INCORPORATED ROCHESTER DIOCESAN BOARD OF EDUCATION

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2022

12. DEBTORS

	2022	2021
	£	£
Consolidated Ed. Endowments - Capital		
Other Debtors		
Rents Receivable	1	-
Consolidated Ed. Endowments - Income		
Other Debtors		
Contributions from Schools	129	-
Diocesan Board of Finance	-	7,635
	129	7,635
Unrestricted Funds		
Diocesan Board of Finance	5,194	1,031
Unrestricted Funds		
Amounts due from The Diocesan Schools' Agency Ltd	39,415	-
	44,739	8,666

13. CREDITORS

	2022	2021
	£	£
Consolidated Ed. Endowments - Income		
Other Creditors		
School Condition Allocations undrawn grants	415,177	639,738
Contributions from Governors	46,131	7,796
Diocesan Board of Finance	5,194	-
Bequest for religious artefacts	103	103
Trust funds held on behalf of third parties	10	9
Audit fees	1,170	1,170
	467,785	648,816
Corporate Funds - General		
Other Creditors		
Diocesan Board of Finance	11,946	7,635
Accruals and deferred income		
Audit Fees	4,680	4,680
	16,626	12,315
	484,411	661,131

INCORPORATED ROCHESTER DIOCESAN BOARD OF EDUCATION

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2022

14. TRANSFERS BETWEEN FUNDS

There was also a transfer of £45,415 from the Corporate Funds General to the School Improvement Fund that relates to the surplus in respect of the trading subsidiary.

15. RELATED THIRD PARTY TRANSACTIONS

Employees of the Rochester Diocesan Board of Education are jointly employed by The Rochester Diocesan Society and Board of Finance 'RDBF'. The RDBF operates both a defined benefit pension arrangement and defined contribution pension schemes, shared HR, IT, communication and financial administration services. The RDBF charge an apportionment of office and administration expenses for the shared premises. Some Trustees of the Board of Education are appointed by the Deanery Synods.

During the year taxable profits of £42,885 (2021 £nil) will be transferred from the Diocesan Schools Agency to the Incorporated Rochester Diocesan Board of Education. Note 12 details the amount outstanding as at 31 December 2022 and 2021. A £6,000 (2021 - £6,000) contribution towards staff costs was received from the Diocesan Schools Agency to the Incorporated Rochester Diocesan Board of Education.

At 31 December 2022 the RDBF held a bank overdraft on behalf of the RDBE totalling £11,946.

The Board of Education acts as a member with a limited liability of £10 for the following Multi Academy Trusts:- Aquinas, MAST, Amadeus, Trinitas, Alethia, Pilgrim. Additionally the Rochester Diocesan Board of Education also appoints governors to Voluntary Aided and Voluntary Controlled Schools. The Diocesan Schools Agency provides services to the Multi Academy Trusts, Voluntary Aided and Voluntary Controlled Schools at an arms-length basis at the discretion of the schools.

As at the 31 December 2022 the following was owed in respect of related parties

- a. £46,131 owed to Church school governing bodies (see note 13 Creditors - contributions from Governors)
- b. £17,140 was owed to the Diocesan Board of Finance.

16. PENSION SCHEME

Staff Defined Benefit Scheme

The Rochester Diocesan Society and Board of Finance 'RDSBF' operates a defined benefit pension arrangement called the Rochester Diocesan Staff Retirement Benefit Scheme 'the Scheme'. This scheme is closed to new members. 1 member of staff employed by the Board is included within this scheme. The Scheme provides benefits based on final salary and length of service on retirement, leaving service or death. The following disclosures exclude any allowance for defined contribution schemes operated by the Employer. No allowance has been made for discretionary benefits. Board of Education staff are jointly employed by the RDBF and RDBE.

The Scheme is subject to the Statutory Funding Objective under the Pensions Act 2004. A valuation of the Scheme is carried out at least once every three years to determine whether the Statutory Funding Objective is met. As part of the process the Employer must agree with the Trustees of the Scheme that the contributions to be paid to address any shortfall against the Statutory Funding Objectives and contributions to pay for the future accrual of benefits.

The most recent comprehensive actuarial valuation of the Scheme was carried out as at 31 March 2021. The next valuation of the Scheme is due as at 31 March 2024. In the event that the valuation reveals a larger deficit than expected the RDSBF may be required to increase contributions above those set out in the existing Schedule of Contributions. Conversely, if the position is better than expected, it is possible that contributions may be reduced.

The Scheme is managed by a board of Trustees appointed in part by the RDSBF and part from elections by members of the Scheme. The Trustees have responsibility for obtaining valuations of the fund, administering benefit payments and investing the Scheme's assets. The Trustees delegate some of these functions to their professional advisers where appropriate.

There were no plan amendments, curtailments or settlements through the period.

At 31 December 2022 the FRS valuation, which is based on different underlying assumptions to the actuarial valuation, calculated a surplus in the Scheme of £2,697k (2021 - £2,857k). Under FRS102 the Employer is only allowed to recognise such assets in its balance sheet to the extent that it can recover the surplus either through reduced contributions in the future or through refunds from the plan. As RDSBF is unable to recover the surplus, the asset value of the Scheme at 31 December 2022 reflected in the RDSBF accounts is nil. This compares to an asset value of nil at the previous review date.

The Board are not a named legal party to the Scheme and deficits, if applicable, are included within the RDSBF annual accounts. The funding arrangements for this scheme are set out in the RDSBF financial statements, the Board's proportion cannot be identified and therefore no further details of surpluses/deficits are included within these accounts apart from the annual contributions made by the Board to the Scheme which in 2022 totalled £21,808 (2021 - £22,550).

Defined Contribution Scheme

A defined contribution scheme is operated. Amounts payable in the year amounted to £3,785 in 2022 (2021 - £3,870).

INCORPORATED ROCHESTER DIOCESAN BOARD OF EDUCATION
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 DECEMBER 2022

17. ANALYSIS OF FUNDS

1. Analysis of movements in Funds

	Unrestricted Funds	Unrestricted Funds	Restricted Funds	Endowment Funds	Total 2022	Total 2021
	Corporate Funds General	School Improvements	Consolidated Educational Income	Endowment Capital		
	£	£	£	£	£	£
Balance at 1 January 2022	-	245,802	-	6,653,605	6,899,407	6,314,349
Income in the year	45,563	5,764	1,399,294	178,753	1,629,374	1,609,453
Expenditure in the year	(148)	-	(1,304,639)	-	(1,304,787)	(1,713,065)
Movements on investments	-	(26,342)	-	(781,869)	(808,211)	688,670
Transfers between funds	(45,415)	45,415	-	-	-	-
Balance at 31 December 2022	-	270,639	94,655	6,050,489	6,415,783	6,899,407

2. Total Return Approach to investment of permanent endowment

	Trust for investment	Unapplied total return	Total 2022	Trust for investment	Unapplied total return	Total 2021
	£	£	£	£	£	£
At 1 January						
Gift component of the permanent endowment	3,861,875	-	3,861,875	3,684,995	-	3,684,995
Unapplied total return	-	2,791,730	2,791,730	-	2,408,940	2,408,940
Total	3,861,875	2,791,730	6,653,605	3,684,995	2,408,940	6,093,935
Movements in the reporting period						
Transfer to trust for investment - indexation	355,293	(355,293)	-	176,880	(176,880)	-
Investment return: dividends and interest	-	178,753	178,753	-	177,355	177,355
Investment return: realised and unrealised gains and (losses)	-	(781,869)	(781,869)	-	674,928	674,928
Total	355,293	(958,409)	(603,116)	176,880	675,403	852,283
Unapplied total return allocated to income in the reporting period	-	-	-	-	(292,613)	(292,613)
Net movement in the reporting period:	355,293	(958,409)	(603,116)	176,880	382,790	559,670
Gift component of the permanent endowment	4,217,168	-	4,217,168	3,861,875	-	3,861,875
Unapplied total return	-	1,833,321	1,833,321	-	2,791,730	2,791,730
Total at 31 December	4,217,168	1,833,321	6,050,489	3,861,875	2,791,730	6,653,605

3. Analysis of net assets between Funds

	Tangible Fixed Assets	Fixed Asset Investments	Net Current Assets	Total 2022	Total 2021
	£	£	£	£	£
Restricted Funds					
Consolidated Educational Endowments - Income		10,007	84,648	94,655	-
Endowment Funds					
Consolidated Educational Endowments - Capital		237,073	72,430	6,050,489	6,653,605
Unrestricted Funds					
Corporate Funds - General	-	51	(51)	-	-
School Improvement Fund	-	185,606	85,033	270,639	245,802
	247,080	5,926,643	242,060	6,415,783	6,899,407

4 Restricted Funds

	Balance at 1 January 2022	Income	Expenditure	Transfers	Balance at 31 December 2022
	£	£	£	£	£
Consolidated Educational Endowments - Income	-	6,130	(313,564)	-	(307,434)
Department of Education Grants	-	1,393,164	(991,075)	-	402,089
	-	1,399,294	(1,304,639)	-	94,655
	Balance at 1 January 2021	Income	Expenditure	Transfers	Balance at 31 December 2021
	£	£	£	£	£
Consolidated Educational Endowments - Income	-	10,899	(303,512)	292,613	-
Department of Education Grants	-	1,409,547	(1,409,547)	-	-
	-	1,420,446	(1,713,059)	292,613	-

INCORPORATED ROCHESTER DIOCESAN BOARD OF EDUCATION

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2022

18. TRUSTEESHIPS

The Board of Education act as Trustees for the following Church of England Schools within the Diocese.

Belvedere Trinity CE Secondary School	Leybourne St Peter and St Paul CE Primary School
Belvedere St Augustine's of Canterbury CE Primary School	Northfleet St Botolph CE Primary School
Bennett Memorial Diocesan CE Secondary School	Penge St John CE Primary School
Bredhurst CE Primary School	Pilgrim CE Primary School
Broadwater Down St Mark CE Primary School	Platt CE Primary School
Bromley Bishop Justus CE Secondary School	Rainham St Margaret CE Primary School
Bromley St Mark CE Primary School	Rusthall St Paul CE Primary School
Bromley Parish CE Primary School	Seal CE Primary School
Burham CE Primary School	Sevenoaks St John CE Primary School
Chatham St John CE Infants School	Shorne CE Primary School
Chiddingstone CE Primary School	Snodland CE Primary School
Chislehurst St Nicholas CE Primary School	Southborough CE Primary School
Cliffe St Helen CE Primary School	St Paul's Cray CE Primary School
Crayford St Paulinus CE Primary School	St Mary's Island CE Primary School
Dartford Holy Trinity CE Primary School	Stone St Mary's CE Primary School
Ditton CE Primary School	Strood St Nicholas CE Primary School
Erith Christchurch CE Primary School	Sundridge & Brasted CE Primary School
Falconwood Bishop Ridley CE Primary School	Sutton at Hone CE Primary School
Grain St James CE Primary School	Swanley St Paul CE Primary School
Gravesend Holy Trinity CE Primary School	Swanley St Mary CE Primary School
Gravesend St George's CE Secondary School	Troy Town St Margaret CE Primary School
Hever CE Primary School	Trottiscliffe CE Primary School
High Brooms St Matthew CE Primary School	Tunbridge Wells St James CE Infants School
Horton Kirby CE Primary School	Tunbridge Wells St James CE Junior School
Hunton CE Primary School	Tunbridge Wells St Marks CE Primary School
Ide Hill CE Primary School	Tunbridge Wells St Peters CE Primary School
Keston CE Primary School	Wateringbury CE Primary School
Knockholt St Katharines CE Primary School	West Kingsdown St Edmund's CE Primary School
Lamorbey Holy Trinity CE Primary School	West Malling CE Primary School
Lamberhurst St Mary's CE Primary School	Westerham Churchill CE Primary School
Langafel CE Primary School	Wrotham St George CE Primary School

19. TRUST FUNDS

At the year end the charitable company held, in separate deposit accounts, £1,875,162 (2021 - £1,900,219) on behalf of a number of Church of England schools.

	£
At 31 December 2021	1,900,219
New money received	13
Purchase of investments	-
Sale of investments	-
Interest and dividends received	29,648
Rentals received	-
Withdrawals in respect of sundry grants	(6,449)
Investment gain / (loss)	(48,269)
At 31 December 2022	1,875,162

INCORPORATED ROCHESTER DIOCESAN BOARD OF EDUCATION

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2022

20. COMPARATIVE ANALYSIS OF FUNDS 2021

1. Analysis of movements in Funds

	Unrestricted Funds	Unrestricted Funds	Restricted Funds	Endowment Funds	Total 2021
	Corporate Funds General £	School Improvements £	Consolidated Educational Income £	Endowment Capital £	£
Balance at 1 January 2021	-	220,414	-	6,093,935	6,314,349
Effect of prior year adjustment	-	-	-	-	-
Income in the year (as restated)	6,006	5,646	1,420,446	177,355	1,609,453
Expenditure in the year	(6)	-	(1,713,059)	-	(1,713,065)
Movements on investments	-	13,742	-	674,928	688,670
Transfers between funds	(6,000)	6,000	292,613	(292,613)	-
Balance at 31 December 2021	-	245,802	-	6,653,605	6,899,407

2. Analysis of net assets between Funds

	Tangible Fixed Assets £	Fixed Asset Investments £	Net Current Assets £	Total 2021 £
Restricted Funds				
Consolidated Educational Endowments - Income	10,007	-	(10,007)	-
Endowment Funds				
Consolidated Educational Endowments - Capital	250,107	6,522,855	(119,357)	6,653,605
Unrestricted Funds				
Corporate Funds - General (as restated)	-	51	(51)	-
School Improvement Fund	-	211,948	33,854	245,802
	260,114	6,734,854	(95,561)	6,899,407

INCORPORATED ROCHESTER DIOCESAN BOARD OF EDUCATION

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2022

21. COMPARATIVE STATEMENT OF FINANCIAL ACTIVITIES 2021

	Unrestricted Funds Corporate Funds General £	Unrestricted Funds School Improvements £	Restricted Funds Consolidated Educational Income £	Endowment Funds Endowments Capital £	Total 2021 £
INCOME FROM:					
Charitable activities	-	-	1,409,547	-	1,409,547
Other trading activities	6,000	-	-	-	6,000
Investments	6	5,646	187	168,676	174,515
Other income	-	-	10,712	-	10,712
Rents Receivable	-	-	-	8,679	8,679
TOTAL INCOME	6,006	5,646	1,420,446	177,355	1,609,453
EXPENDITURE ON:					
Charitable activities					
Schools' work	6	-	303,512	-	303,518
Department of Education grants projects	-	-	1,409,547	-	1,409,547
TOTAL EXPENDITURE	6	-	1,713,059	-	1,713,065
Net income/(expenditure) for the year before gains/losses on investments	6,000	5,646	(292,613)	177,355	(103,612)
Unrealised gains / (losses) on investments	-	13,742	-	674,928	688,670
Net income/(expenditure) for the year	6,000	19,388	(292,613)	852,283	585,058
Transfers between funds	(6,000)	6,000	-	-	-
Transfers between funds - Total Unapplied Return	-	-	292,613	(292,613)	-
Net movement in funds	-	25,388	-	559,670	585,058
Fund balances brought forward as previously stated	-	220,414	-	6,093,935	6,314,349
Fund balances carried forward	-	245,802	-	6,653,605	6,899,407

INCORPORATED ROCHESTER DIOCESAN BOARD OF EDUCATION

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2021

22. COMPARATIVE BALANCE SHEET AT 31 DECEMBER 2021

	Unrestricted Funds	Unrestricted Funds	Restricted Funds	Endowment Funds	
	Corporate Funds General £	School Improvements £	Consolidated Educational Income £	Endowments Capital £	Total 2021 £
Fixed Assets					
Tangible Fixed Assets	-	-	10,007	250,107	260,114
Investments	51	211,948	-	6,522,855	6,734,854
	51	211,948	10,007	6,772,962	6,994,968
Current Assets					
Debtors	1,031	-	7,635	-	8,666
CBF Deposits	11,233	16,541	371,448	-	399,222
Sarasin Deposits	-	392	-	-	392
Bank Deposits	-	16,921	-	-	16,921
Cash at Bank - Current Account	-	-	144,357	(119,357)	25,000
Cash at Bank - Business Reserve	-	-	115,369	-	115,369
	12,264	33,854	638,809	(119,357)	565,570
Current Liabilities					
Bank overdraft	-	-	-	-	-
Creditors	12,315	-	648,816	-	661,131
	12,315	-	648,816	-	661,131
Net Current Assets / (Liabilities)	(51)	33,854	(10,007)	(119,357)	(95,561)
Total Assets Less Current Liabilities	-	245,802	-	6,653,605	6,899,407
Net Assets	-	245,802	-	6,653,605	6,899,407
Funds					
Unrestricted	-	245,802	-	-	245,802
Restricted	-	-	-	-	-
Endowment	-	-	-	6,653,605	6,653,605
	-	245,802	-	6,653,605	6,899,407

Accounts

INCORPORATED ROCHESTER DIOCESAN BOARD OF EDUCATION

ANNUAL REPORT AND FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2021

INCORPORATED ROCHESTER DIOCESAN BOARD OF EDUCATION

ANNUAL REPORT

FOR THE YEAR ENDED 31 DECEMBER 2021

ADMINISTRATIVE DETAILS

TRUSTEES

No Trustee had any beneficial interest in the company during 2021. The following Trustees served during 2021

The Rt. Rev. J. Langstaff - President (resigned 31.07.2021)

The Rt. Rev. S. Burton - Jones - Chair

Miss. C. Bostock (resigned 31.12.2021)

The Rev. N. Bourne (resigned 31.12.2021)

Mr. D. Bridger (resigned 15.01.2021)

The Rev. R. Bristow (resigned 31.12.2021)

Fr. J. Caster (resigned 31.12.2021)

The Rev. J. Fletcher (resigned 31.12.2021)

Mr. J. J. King (resigned 31.12.2021)

Mr. L. Kings (resigned 31.12.2021)

Mrs. A. Mepsted (resigned 31.12.2021)

Mr. A. Rees (resigned 31.12.2021)

Ms. C. Sargent (resigned 31.12.2021)

The Rev. M. Tariq (resigned 18.01.2021)

Ms. J. Thompson (resigned 31.12.2021)

The following Trustees were appointed to the Board during 2022, up until the date of signing the accounts.

The Rt. Rev. S. Burton - Jones - Chair

The Rev. N. Bourne

The Rev. Dr. J. Bowen

The Rev. R. Bristow

Mr. J. J. King

Mr. L. Kings

Mr. M. Lillie

Mr. A. Longmuir

Mrs. S. Phillips

Bishop's nominated representative

Co-option

Diocesan Synod elected - clergy

Diocesan Synod elected - clergy

Diocesan Synod elected - lay

Co-option

Co-option (secondary Headteacher)

Diocesan Synod elected - lay

Co-option (primary Headteacher)

The 2021 Board Reconstitution composition and membership is detailed on page 8 Structure and Governance.

The charity is relying upon the guidance issued by the Charities Commission in relation to the induction and training of Trustees.

In 2021, an induction meeting took place, where an information pack was issued and Senior Members of staff presented key responsibilities.

SENIOR STAFF AND ADVISERS

Director of Education John Constanti

Deputy Director of Education Virginia Corbyn

Lead Consultant for School Improvement Caroline Crofts

Registered Office 1 The Sanctuary Westminster London SW1P 3JT

Principal Office Diocesan Office St. Nicholas' Church Boley Hill Rochester Kent ME1 1SL

Bankers National Westminster Bank Plc Chatham Branch 148 High Street Chatham Kent ME4 4DB

Auditors Crowe U.K. LLP Riverside House 40-46 High Street Maidstone Kent ME14 1JH

Solicitors Stone King LLP Boundary House 91 Charterhouse St. Barbican London EC1M 6HR

Investment Advisers CCLA Investment Management Ltd
Senator House 85 Queen Victoria Street London EC4V 4ET
and
Sarasin & Partners LLP
Juxon House 100 St Paul's Churchyard London EC4M 8BU

Insurers Ecclesiastical Insurance Office plc Beaufort House Brunswick Road Gloucester GL1 1JZ

INCORPORATED ROCHESTER DIOCESAN BOARD OF EDUCATION

ANNUAL REPORT

FOR THE YEAR ENDED 31 DECEMBER 2021

The Trustees, who are also Directors for the purposes of company law, present their annual report, together with the audited financial statements for the year ended 31 December 2021.

The Directors/Trustees are one and the same and in signing as Trustees they are also signing the Strategic Report sections in their capacity as Directors.

This combined report satisfies the legal requirements for:

- a Directors' Report of a charitable company,
- a Trustees' Annual Report under the Charities Act 2011.

MISSION STATEMENT

To support and encourage the work of schools, churches and parishes across the Diocese of Rochester in Christian distinctiveness through excellent education of children and young people.

LEGAL OBJECTS

The Incorporated Rochester Diocesan Board of Education's objects are confirmed within the objects clause of its Memorandum and Articles of Association which are:

1. To maintain and extend education in and knowledge of the Christian religion in general and the faith and practice of the Church of England in particular to all sections of the community within the Diocese of Rochester.
2. To carry out the functions of the Diocesan Board of Education for the Diocese of Rochester under the provisions of the Diocesan Boards of Education Measure 1991 and any legislation amending, supplementing or replacing the same.

The Diocese of Rochester Consolidated Educational Endowments were created by a resolution of the Board passed on 9 November 1994 and are held on the terms of the Uniform Statutory Trusts under Schedule 36 of the Education Act 1996.

In addition Trust Funds are held on behalf of schools. Please refer to note 18 in the financial statements for details of the assets held in this capacity.

STRATEGIC AIMS

The Trustees and officers have continued to work towards achieving the 2019 agreed triennial aims and objectives of the Board which can be summarised as follows.

1. To actively promote and support Christian Distinctiveness through developing high quality teaching and learning, leadership and effective governance of our Church schools.
2. To provide targeted challenge and focussed support for school effectiveness in order that 90% of our Church schools are judged "Good" or better in both the OFSTED and SIAMS inspection frameworks by 2021.
3. To improve the quality of teaching and learning of Religious Education in Church primary schools through the implementation of a revised Diocesan syllabus, sharing best practice and offering professional development opportunities for all teaching staff in Church primary schools.
4. To develop effective strategic partnerships with Local Authorities, Teaching Schools Alliances, Multi Academy Trusts and other key stakeholders ensuring that every Church school is part of an informal, formal or structural collaboration which supports their Christian Distinctiveness, school effectiveness and sustainable future.
5. To ensure the good stewardship and effective deployment of the Board of Education's resources, to ensure its sustainable future and ability to deliver its triennial aims and key priorities.
6. To take opportunities for growth through the establishment of new Church schools and maintaining existing Church schools.

OBJECTIVES FOR THE YEAR

The Trustees and officers, of the Board, have continued to work towards achieving the agreed triennial aims and objectives of the Board, as outlined above.

ANNUAL REPORT

FOR THE YEAR ENDED 31 DECEMBER 2021

ACTIVITIES AND ACHIEVEMENTS IN THE YEAR

1. To actively promote and support Christian Distinctiveness through developing high quality teaching and learning, leadership and effective governance of our Church schools.
 - a. The skills audit template continues to be used during the Foundation governor appointment process to ensure that those appointed have the requisite skills and experience to serve.
 - b. Officers or our associate consultants are, wherever possible, involved throughout the appointment process for new Head Teachers liaising with Local Authority officers and governors to ensure the best candidates are appointed.
 - c. We consulted over our training programme and as a result have revised the support and courses offered. Bespoke training is also delivered to governing bodies and MATs, as requested.
 - d. Members of the education team and our Associates have supported our Church schools with Head Teacher appraisals, training, school advisory visits, leadership, scoping and Progress & Impact and Schools Causing Concern meetings. Associates can also be commissioned to provide coaching to head teachers and can also provide a package of mentoring / supervision support. There is increasing uptake for these services.
 - e. The education team regularly review those schools considered to be vulnerable and deploy various measures to support them.
2. To provide targeted challenge and focussed support for school effectiveness in order that 90% of our Church schools are judged "Good" or better in both the OFSTED and SIAMS inspection frameworks by 2021.
 - a. Over the course of the year, training on the latest SIAMS schedule (2018) have been delivered by the Deputy Director to support the implementation and improvement of Diocesan schools as Church schools. The Deputy Director also leads ongoing meetings for SIAMS inspectors who serve our schools and undertakes a number of inspections in neighbouring Dioceses to retain her accreditation as a SIAMS inspector.
 - b. The Board's Lead Associate for School Improvement has supported our Church schools with Head Teacher appraisals and appointments, training, school advisory visits, leadership, scoping and Progress & Impact meetings. Additionally, the Lead Associate for School Improvement regularly reviews, monitors and reports on our Church schools' performance data, identifying those that are vulnerable, reporting same to the School Effectiveness Committee, and remedial recommendations and actions implemented.
 - c. The table below confirms that the percentage of schools judged good or better in both Ofsted and SIAMS. The SIAMS totals 99% and Ofsted 93%, both of which exceeds the 90% target. This is as a direct result of the support given to schools by our Deputy Director of Education, Lead Associate for School Improvement and associate consultants.

Category	SIAS/SIAMS		Ofsted	
	No	%	No	%
Grade 1 Outstanding/Excellent	40	45	12	13
Grade 2 – Good	48	54	69	78
Grade 3 – RI/Satisfactory	1	1	5	6
Grade 4 - Inadequate	0	0	0	0
No current grade	0	0	3	3
Totals	89	100	89	100

3. To improve the quality of teaching and learning of Religious Education in Church primary schools through the implementation of a revised Diocesan syllabus, sharing best practice and offering professional development opportunities for all teaching staff in Church primary schools.
 - a. The Deputy Director of Education provided further support by undertaking SIAMS ready visits, new Head Teacher visits, bespoke training for RE subject leaders and has provided courses in relation to New to a Church School, New to Leading RE, and clergy training for those new to the Rochester Diocese.

INCORPORATED ROCHESTER DIOCESAN BOARD OF EDUCATION

ANNUAL REPORT

FOR THE YEAR ENDED 31 DECEMBER 2021

ACTIVITIES AND ACHIEVEMENTS IN THE YEAR (CONTINUED)

4. To develop effective strategic partnerships with Local Authorities, Teaching Schools Alliance, Multi Academy Trusts (MATs) and other key stakeholders ensuring that every Church school is part of an informal, formal or structural collaboration which supports their Christian Distinctiveness, school effectiveness and sustainable future.
- a. The Director of Education continued to work closely with schools and Multi Academy Trusts (MATs) in relation to their conversion and growth supporting them on the development of new Church of England school bids in areas of planned new housing development across the Rochester Diocese, and in one case another diocese.
- b. The Director of Education continued to assist in developing the national Church educational policy.
- c. The Lead Associate liaises regularly with local authorities about the performance of the schools in relation to standards. A set of information sharing protocols has been agreed with the Kent Local Authority.

The following tables provide details of the status of our Church schools and our Church Multi Academy Trusts (MATs) membership.

Table 1 - Church of England schools by status and sector in Diocese of Rochester

School Status	Number of Primary Schools	Number of Secondary Schools
Voluntary Aided (VA)	20	1
Voluntary Controlled (VC)	29	0
Academies & Free Schools	35	4

Table 2 - Church Multi-Academy Trusts in the Diocese of Rochester

Name of MAT	Local Authority Area	Number of academies
Aletheia Anglican Academies Trust	Kent	7
Amadeus Primary Academies Trust	Bexley	5
Aquinas Church of England Education Trust	Bromley	11
Medway Anglican School Trust	Medway	4
Pilgrim Academy Trust	Medway	3
Tenax Trust	Kent/Sussex	8
Trinitas Academy Trust	Bexley	6

5. To ensure the good stewardship and effective deployment of the Board of Education's resources, to ensure its sustainable future and ability to deliver its triennial aims and key priorities.
 - a. For several different reasons financial markets were turbulent during 2021 and the Finance and Resources Committee reviewed and monitored, on a quarterly basis, investment yields and growth.
 - b. The main points associated with the Board of Education's finances in 2021 can be summarised as follows:
 - i. The Board of Education's fund balances increased from £6,314,349 in 2020 to £6,895,937 in 2021.
 - ii. The Board's income totalled £214,115 in 2020 compared to £196,436 in 2021.
 - iii. Investment income decreased from £175,004 in 2020 to £174,515 in 2021.
 - iv. The operational deficit increased from £76,010 in 2020 to £107,082 in 2021.
 - v. This operational deficit was partly offset by transfers from the Corporate Funds (£2,530).
 - vi. Unrealised gain on investments of £351,257 in 2020 compared to a £688,670 unrealised gain in 2021.
6. In May 2019, the trustees approved to adopt the Total Return approach to investments. This now enables funds to be available to meet any annual deficits of expenditure exceeding income without breaching the requirements of the various restricted funds.
7. To take opportunities for growth through the establishment of new Church schools and maintaining existing Church schools.
 - b. The project delivery of the new Secondary School in Ebbsfleet garden city (Alkerden) with the Aletheia Anglican Academies Trust progresses.

FUTURE PLANS

The Trustees and officers, of the Board, will continue to work towards achieving the agreed strategic aims of the Board, for the triennium, as previously outlined on page 2.

ANNUAL REPORT

FOR THE YEAR ENDED 31 DECEMBER 2021

FINANCIAL REVIEW

1. Financial Performance

The COVID-19 global pandemic impacted on operations and finances during the year and the key elements are highlighted below.

A comparison of the income received for 2020 and 2021 can be summarised as follows:

- a. The subsidiary trading company surplus decreased by £7,182 from £9,532 in 2020 to £2,530 in 2021.
- b. Investment income slightly decreased by £489 from £175,004 in 2020 to £174,515 in 2021.
- c. Unrealised gain on investments of £351,257 in 2020 compared to a £688,670 unrealised gain in 2021.

A comparison of expenditure incurred for 2020 and 2021 can be summarised as follows:

- a. Overall expenditure for schools' work increased by £13,393 from £290,125 in 2020 to £303,518 in 2021.
- b. The schools' work expenditure from the Restricted Income fund increased by £13,434 from £290,078 in 2020 to £303,512 in 2021.
- c. Revenue grant increased by £2,456 from a net income of £898 in 2020 to a net expenditure of £1,558 in 2021.
- d. Governance costs remained the same in 2021 at £5,850.

The Consolidated Educational Endowments Income Fund incurred a deficit of £292,613 compared to a deficit of £288,703 in 2020, and a sum equal to this amount was transferred from the Capital fund to cover this deficit.

The various income and expenditure movements for the year had the following impact on reserves:

- a. The Corporate Funds reserve remained unchanged with a nil balance in 2020 and 2021.
- b. The School Improvements Funds reserve increased by £21,918 from £220,414 in 2020 to £242,332 in 2021.
- c. The Restricted Income Fund reserve remained unchanged with a nil balance in 2020 and 2021.
- d. The Endowment Funds reserve increased by £559,670 from £6,093,935 in 2020 to £6,653,605 in 2021.

The Trustees were unable to prepare a balanced budget for 2022 and estimate an overall net deficit of some £90,029 although as noted in the Going Concern statement the investment and cash balances could be deployed to cover any operating deficit in the short to medium term.

The Trustees through the Finance and Resources Committee will continue to explore further options in order to increase income and decrease expenditure.

2. Reserves Policy

Reserves are an inherent part of the risk management process. The need for reserves will vary depending on our financial position and forecasts and our assessment of the risks we face at a particular time.

The Trustees have reviewed and approved the 2021 reserves policy which takes account of the predominant risks, challenges and the working capital requirements in both the short and medium term.

It is the Trustees' policy to, wherever possible, meet expenditure by generating income from the restricted funds, the trading subsidiary and from any DBF grant receipts.

The policy previously agreed was to use unrestricted funds before any other funds until those unrestricted reserves reach a nil balance.

The Trustees are aware that income annually excluding unrealised investment gains is presently insufficient to meet the expenditure annually necessary to meet the Trustees' approved activities. Unless and until the two are balanced, the Trustees recognise that they will need to use investment gains less losses each year as calculated on the Total Return fund basis and then, if necessary, utilise any unrestricted reserves and then the Unapplied Total Return Fund to cover any remaining deficit which arises. Accordingly, they will, if necessary agree annually an amount to be transferred from the Unapplied Total Return Fund to cover that year's deficit if any. Investment gains over and above any needed to cover a deficit for the year in question will be added to this Fund annually and a sum representing inflation on the the capital funds of the Board in accordance with CPI rates will be transferred from this Fund to the Trust for investment capital reserve.

The Diocesan Board of Education also holds restricted reserves which have generally been historically accumulated from the sale of redundant school properties. These restricted reserves can only be used towards the cost of Church of England schools (buildings, resources and advice).

Unrestricted and restricted reserves are largely invested in diversified investment funds which historically rise in value over the long term. The value is monitored regularly by the Board's Finance and Resources Committee, and Trustees have delegated to that Committee the timing and level of sales of investments in order to meet such annual deficit as calculated before unrealised investment gains/losses.

As at 31 December 2021 the total consolidated funds totalled £6,895,937 (2020 £6,314,349) of which £6,653,605 (2020 £6,093,935) were restricted and £242,332 (2020 £220,414) were unrestricted.

The 2021 reserves policy and three year aims and objectives for 2019 - 2021 have been approved by the Trustees.

INCORPORATED ROCHESTER DIOCESAN BOARD OF EDUCATION

ANNUAL REPORT

FOR THE YEAR ENDED 31 DECEMBER 2021

FINANCIAL REVIEW (CONTINUED)

3. Grant Making Policy

When considering school applications for financial assistance, the Trustees will adopt the following priorities:

- a. The total value of grants will be limited to the revenue income. Any grant award, which would necessitate expenditure of the endowment fund, will not normally be approved.
- b. All projects should be approved for grant aid by the DfE and supported by the LA.
- c. New Church Aided primary schools.
- d. New Church Aided secondary schools.
- e. Church Controlled schools deciding to adopt Church Aided status.
- f. Existing Church Aided schools.
- g. Schools serving socially deprived areas.
- h. The Governing Body's financial resources.
- i. Previous projects, at the school, funded by the Board of Education.

4. Investment Policy

The Board has a policy to invest in accordance with the ethical investment policy of the Church of England.

In line with this policy the Trustees considered the most appropriate vehicle for investing funds and found that specialised pooled funds, designed for the church and charity sector and managed by the Central Board of Finance (CCLA) and Sarasin & Partners meet their requirements to generate both income and capital growth.

The performance of investment markets fluctuated during the year. The investment portfolio at 31 December 2021 increased due to a gain of £688,670 (2020 - £351,257)

	2021	2020
	%	%
Actual Total Return Achieved	14.27	9.17
ARC Steady Growth Charity Index	12.20	3.80

The Charitable Company currently holds £371,448 in cash deposits with the Central Board of Finance (CCLA), which are held in order to provide cash for the charity's operations. Cash deposit interest rates remained at low levels during the year ranging between 0.20% - 0.50%.

The Finance and Resources Committee reviews and monitors the performance of the investment funds on a quarterly basis.

5. Related Parties

Employees of the Rochester Diocesan Board of Education are jointly employed by The Rochester Diocesan Society and Board of Finance '(RDBF)'. The RDBF operates both a defined benefit pension arrangement and a defined contribution pension scheme, shared HR, IT, communication and financial administration services. The RDBF charge an apportionment of office and administration expenses for the shared premises. Some Trustees of the Board of Education are nominated by the Deanery Synods for the appointment by the Diocesan Synod.

During the year allowable losses of £3,470 resulted (2020 : profit of £2,532), which will be transferred to The Diocesan Schools Agency from the Incorporated Rochester Diocesan Board of Education. A £7,000 contribution towards staff costs was received from The Diocesan Schools Agency to the Incorporated Rochester Diocesan Board of Education.

The Board of Education acts as a member with a limited liability of £10 for the following Multi Academy Trusts:- Aquinas, MAST, Amadeus, Trinitas, Alethia, Pilgrim. Additionally the Rochester Diocesan Board of Education also appoints governors to Voluntary Aided and Voluntary Controlled Schools. The Diocesan Schools Agency provides services to the Multi Academy Trusts, Voluntary Aided and Voluntary Controlled Schools at an arms-length basis at the discretion of the schools.

6. Public Benefit

When considering the Incorporated Rochester Diocesan Board of Education and its subsidiary's activities, the Trustees have complied with the duty in Section 4 of the Charities Act 2011 to have due regard to the Charity Commission's general guidance on public benefit. No changes to ongoing activities were considered necessary as the varied works of the Board of Education have always benefited the public in numerous ways as detailed in this report.

7. Going Concern

Accounting standards require the Trustees to consider the appropriateness of the going concern basis when preparing the financial statements. The Trustees regard the going concern basis as being appropriate as the Charitable Company has adequate resources to continue in operational existence for the foreseeable future. The Charitable Company has adequate financing facilities based on the Trustees' review of the forecast and the current level of free reserves available given that the investment and cash balances could be deployed to cover any operating deficit in the short to medium term.

INCORPORATED ROCHESTER DIOCESAN BOARD OF EDUCATION

ANNUAL REPORT

FOR THE YEAR ENDED 31 DECEMBER 2021

PRINCIPAL RISKS AND UNCERTAINTIES

The Trustees are responsible for the identification and management of risk and to achieve this, a register of identified risks is maintained and, alongside it a management strategy formed. This is subject to annual review by the Trustees with the responsibility for delivery of the identified management strategies, being delegated to the Director of Education.

In the Trustees' opinion there are established resources and review systems, which under normal conditions, should allow the identified risks to be mitigated to an acceptable level in its day to day management.

No risks were identified in the 2021 or 2020 risk register where the probability and impact of the events is considered "high".

The accounts are approved during a period where some uncertainties remain as a result of COVID-19 albeit the U.K. has successfully implemented the vaccine programme and the lockdown measures have been lifted which creates a much more positive landscape. The Charity was able to continue to provide its service largely via remote systems which have been well received and will probably in part remain in place as an improved communication method. Through appropriate consideration of risks as part of its normal risk management processes and mitigating actions both already taken and available to be taken, trustees consider it appropriate for the going concern basis to be adopted for these accounts.

STRUCTURE AND GOVERNANCE

Summary information about the structure of the Church of England

The Church of England is the established church with Her Majesty The Queen as its Supreme Governor. It is organised into two provinces (Canterbury and York) with a total of 42 Dioceses. Each Diocese is a See under the care of a Bishop who is charged with the cure of souls of all people within the geographical area. This charge is shared with priests within benefices and parishes which are sub divisions of the Diocese. Within each Diocese, overall leadership lies with the Diocesan Bishop, who exercises that input as Bishop within the Diocesan Synod.

The Diocese of Rochester is divided into three Archdeaconries within which there are seventeen deaneries, each with its own Deanery Synod. Within each deanery there are individual ecclesiastical parishes with their own parochial church council, which shares with the parish priest, local responsibility for the mission of the church.

Organisational structure

The Diocesan Boards of Education Measure 1991 confirms that for every Diocese there shall be a Diocesan Board of Education which shall have certain functions and shall be responsible to the Diocesan Synod. The Bishop, after consultation with the Board, shall appoint a Director of Education for the Diocese who shall act as secretary to the Board.

The Incorporated Rochester Diocesan Board of Education is a company limited by guarantee (No. 46014) and a registered charity (No. 1031550) governed by its Memorandum and Articles of Association.

The Board's principal activity is to maintain and extend education in and knowledge of the Christian religion in general and the faith and practice of the Church of England in particular to all sections of the community within the Diocese of Rochester. It was established in its present form on the 19 November 1895.

Governance and policy of the Board is the responsibility of the Trustees, who are also members of the company and trustees for the purposes of charity law.

The Board's composition and membership during the 2021 financial year were governed by its revised Articles of Association. In October 2016, the Diocesan Synod approved proposals for the reconstitution of the DBE. The Secretary of State for Education approved the revised Articles of Association and issued an Order in November 2017. New Board members were appointed in the autumn of 2018 and established in January 2019.

INCORPORATED ROCHESTER DIOCESAN BOARD OF EDUCATION

ANNUAL REPORT

FOR THE YEAR ENDED 31 DECEMBER 2021

STRUCTURE AND GOVERNANCE (CONTINUED)

Organisational structure (continued)

The Trustees' term of office is three years and those who served during the year are shown on page 1.

From January 2019 the Board's composition and membership is summarised as follows.

1. The Bishop (or the Bishop's nominated representative).
 2. One Trustee nominated by the Bishop.
 3. Six Trustees elected by Diocesan Synod (i)
 - a. 3 Clerks in Holy Orders (for each of the 3 Archdeacons).
 - b. 3 Lay persons on the electoral roll for their parish (for each of the 3 Archdeacons).
 4. At least 2 Trustees but not more than 6 Trustees co-opted by the DBE
 - a. 2 serving Headteachers at CE schools/academies (one primary and one secondary)
 - b. Up to 4 other Trustees with experience of other area of work with which the DBE is concerned including: finance, legal, HR, school improvement, charity trusteeship, school governorship, leadership or public relations.
- (i) Under 3. Diocesan Synod elected members
- a. These are nominated by Deanery Synods, reviewed by Bishop's Council and then elected by Diocesan Synod.
 - b. Such candidates must either reside or work or worship in the Diocese but need not themselves be members of the Diocesan Synod.
 - c. Any casual vacancy among the elected members (which expression includes the case where insufficient candidates have been nominated to fill the places available) shall be filled in such a manner as may be determined by the Diocesan Synod.

The following Local Authorities within the Diocese shall each be entitled to nominate one person to attend meetings of the Board on the Local Authority's behalf. These persons are not eligible to vote at such meetings and do not hold the position of Trustee or Member of the Charity:

1. The Council of the London Borough of Bexley
2. The Council of the London Borough of Bromley
3. Kent County Council and
4. Medway Council.

Decision making structure

Corporate priorities, the overall financial strategy for the Board, in accordance with its objects, are the responsibility of the Trustees as is their review and monitoring. Operational delivery of these priorities and strategies is delegated to the Director of Education.

The Board meets up to six times a year to conduct its business, approve policy and review the impact of its work. Much of the operational decision-making is delegated to a Finance and Resources Committee and a School Effectiveness Committee which both meet up to three times per year.

These sub-committees are a critical part of the Board's work and provide oversight and monitoring of the key areas of responsibility to ensure that the Diocesan Board of Education (DBE), as an independent, incorporated charitable company, remains compliant with legislation and the requirements of the Charity Commission.

The Trustees are assisted in their work by officers and the following two Committees.

1. Finance and Resources Committee
Meets up to three times per year and reviews and monitors the management and annual accounts, budget, investment performance, school building projects, reserves and risk management policies and external audit.
2. School Effectiveness Committee
Meets up to three times per year and monitors and reviews the performance of Church schools in terms of academic and Christian distinctiveness identifying those that are vulnerable.

INCORPORATED ROCHESTER DIOCESAN BOARD OF EDUCATION

ANNUAL REPORT

FOR THE YEAR ENDED 31 DECEMBER 2021

STRUCTURE AND GOVERNANCE (CONTINUED)

Decision making structure (continued)

Trustees are members of the Board and are selected as outlined on page 8. At the beginning of each triennium an induction meeting is arranged for all Trustees led by the Director of Education to brief them on: their legal obligations under charity and company law, the Charity Commission guidance on public benefit, and inform them of the content of the Memorandum and Articles of Association, the committee and decision-making processes, the business plan and recent financial performance of the charity. During the Induction meeting Trustees meet key employees and other Trustees. Trustees are encouraged to attend appropriate external training events where these will facilitate the undertaking of their role.

Charity Governance Code

The Trustees have reviewed the Governance of the Charity in light of the Charity Governance Code which was published in 2017. The Trustees have considered and formally adopted the Code from 1 January 2019 and have applied those aspects of the Code that they consider relevant to the Diocesan Board of Education.

Funds held as Custodian Trustee

The Board is custodian trustee of assets held on behalf of church schools and others who act as managing trustees. These assets are not aggregated in the financial statements as the Board does not control them and they are segregated from the Board's own assets by means of a separate accounting system. Further details of these assets, whose market value totalled £1,900,220 at 31 December 2021 (2020 - £1,843,419), are provided in notes 18 & 19.

Key management remuneration

The pay of the key management personnel, as detailed in note 9, and all staff are reviewed annually and normally increased in accordance with average earnings to reflect a cost of living adjustment. In view of the nature of the charity, the Trustees benchmark against pay levels in other charities. The remuneration benchmark is the mid-point of the range paid for similar roles in similar charities and sizes.

Funds held on behalf of church schools

The Board receives contributions from governors of church voluntary aided schools within the Diocese in connection with their major repair and capital projects and also government grants in connection with same. The Board administers these monies as managing agent and makes appropriate payments to consultants and contractors for work undertaken. These monies do not belong to the Board and therefore these receipts and payments are not treated as income and expenditure in the Statement of Financial Activities. Any monies held, or due at the balance sheet date are treated as debtors or creditors on the balance sheet, as shown in notes 12 and 13.

Total return

On 20 May 2019 the Trustees voted to exercise the power granted under section 104A(2) of the Charities Act 2011 and to adopt a total return approach to investments. The Total Return approach identifies those cumulative investment gains (known as the unapplied total return) which are available if necessary to offset any annual deficits of income (excluding unrealised investment gains) against expenditure not covered by other available reserves.

The date that the initial value of the Trust for Investment and the initial value of the unapplied total return were established was 31 December 1996. In order to identify the initial amounts of the trust for investment the Trustees have used the valuation of investments at 31 December 1996. The unapplied total return has been calculated from this point onwards by (a) an annual reduction for the inflationary increase in the initial Trust for Investment using CPI and (b) any annual deficits since 1996 not covered by other available reserves. In 2021, there was a deficit of £292,613 (2020 : £263,703) which was partly covered by a transfer from Capital to Revenue, proving the total return approach to be beneficial.

INCORPORATED ROCHESTER DIOCESAN BOARD OF EDUCATION

ANNUAL REPORT

FOR THE YEAR ENDED 31 DECEMBER 2021

TRUSTEES' RESPONSIBILITIES

The Trustees are responsible for preparing the Trustees' Report and the financial statements in accordance with applicable law and regulations.

Company law requires the Trustees to prepare financial statements for each financial period in accordance with United Kingdom Generally Accepted Accounting Practice (United Kingdom Accounting Standards) and applicable law.

Under company law the Trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the charitable company and of its net income for that period. In preparing these financial statements, the Trustees are required to:

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

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

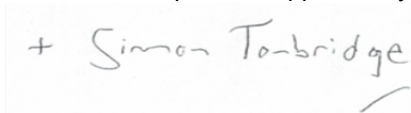
In determining how amounts are presented within items in the statement of financial activities and balance sheet, the Trustees have had regard to the substance of the reported transaction or arrangement, in accordance with generally accepted accounting principles or practice.

So far as each of the Trustees is aware at the time the report is approved:

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

The re-appointment of Crowe U.K. LLP as auditors will be proposed at the Annual General Meeting.

The Annual Report was approved by the Board on 7 June 2022 and signed on its behalf by

A handwritten signature in blue ink that reads "+ Simon Tonbridge". There is a small checkmark-like flourish at the end of the signature.

The Rt. Rev. S. Burton - Jones
Chair of the Board

INCORPORATED ROCHESTER DIOCESAN BOARD OF EDUCATION

INDEPENDENT AUDITORS' REPORT TO THE TRUSTEES

Independent Auditor's Report to the Trustees of the Incorporated Rochester Diocesan Board of Education

Opinion

We have audited the financial statements of the Incorporated Rochester Diocesan Board of Education for the year ended 31 December 2021 which comprise the Statement of Financial Activities, the Balance Sheet and the notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 *The Financial Reporting Standard applicable in the UK and Republic of Ireland* (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 December 2021 and of the charitable company's net movement in funds, including the income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

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

Responsibilities of trustees for the financial statements

As explained more fully in the trustees' responsibilities statement [set out on page 10], the trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

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

Auditor's responsibilities for the audit of the financial statements

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

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

INDEPENDENT AUDITORS' REPORT TO THE TRUSTEES (CONTINUED)

Audit response to risks identified

Our procedures to respond to risks identified included the following:

- reviewing the financial statement disclosures and testing to supporting documentation to assess compliance with relevant laws and regulations discussed above;
- reading minutes of meetings of those charged with governance; and,
- in addressing the risk of fraud through management override of controls, testing the appropriateness of journal entries and other adjustments; assessing whether the judgements made in making accounting estimates are indicative of a potential bias; and evaluating the business rationale of any significant transactions that are unusual or outside the normal course of business.

We gained an understanding of the legal and regulatory framework applicable to the charity and the industry in which it operates, and considered the risk of acts by the charity which were contrary to applicable laws and regulations, including fraud.

We designed audit procedures to respond to the risk, recognising that the risk of not detecting a material misstatement due to fraud is higher than the risk of not detecting one resulting from error, as fraud may involve deliberate concealment by, for example, forgery, misrepresentations or through collusion.

We focused on laws and regulations that could give rise to a material misstatement in the charity's financial statements. Our tests included, but were not limited to:

- agreement of the financial statement disclosures to underlying supporting documentation;
- enquiries of management;
- review of minutes of Board meetings throughout the period; and
- considering the effectiveness of control environment

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

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the Directors' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the company's ability to continue as a going concern for twelve months from the date the Accounts are signed.

Other information

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

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

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

- the information given in the Trustees' Annual Report for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the Trustees' Annual Report has been prepared in accordance with applicable legal requirements.

INDEPENDENT AUDITORS' REPORT TO THE TRUSTEES (CONTINUED)

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the Trustees' Annual Report.

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

- adequate accounting records have not been kept by the charitable company; or
- the charitable company financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit; or
- the trustees were not entitled to prepare the financial statements in accordance with the small companies' regime and take advantage of the small companies' exemptions in preparing the trustees' report and from the requirement to prepare a strategic report.

Use of Our Report

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



Ian Weekes
For and on behalf of Crowe U.K. LLP, Statutory Auditors
Riverside House 40-46 High Street Maidstone Kent ME14 1JH

Date: 8 June 2022

INCORPORATED ROCHESTER DIOCESAN BOARD OF EDUCATION

STATEMENT OF FINANCIAL ACTIVITIES

FOR THE YEAR ENDED 31 DECEMBER 2021

	Notes	Unrestricted Funds Corporate Funds General £	Unrestricted Funds School Improvements £	Restricted Funds Consolidated Educational Income £	Endowment Funds Endowments Capital £	Total 2021 £	Total 2020 £
INCOME FROM:							
Donations and legacies		-	-	-	-	-	-
Charitable activities	3	-	-	1,409,547	-	1,409,547	898
Other trading activities	4	6,000	-	-	-	6,000	9,532
Investments	6	6	5,646	187	168,676	174,515	175,004
Other income	7	-	-	10,712	-	10,712	-
Rents Receivable		-	-	-	8,679	8,679	8,681
Sale proceeds - Sevenoaks St John school land sale		-	-	-	-	-	20,000
TOTAL INCOME		6,006	5,646	1,420,446	177,355	1,609,453	214,115
EXPENDITURE ON:							
Charitable activities							
Schools' work	8	6	-	303,512	-	303,518	290,125
Department of Education grants projects		-	-	1,409,547	-	1,409,547	-
Revenue grants		-	-	-	-	-	-
TOTAL EXPENDITURE		6	-	1,713,059	-	1,713,065	290,125
Net income/(expenditure) for the year before gains/losses on investments		6,000	5,646	(292,613)	177,355	(103,612)	(76,010)
Unrealised gains / (losses) on investments	11		13,742	-	674,928	688,670	351,257
Realised gains / (losses) on investment redemption	11	-	-	-	-	-	2,920
Net income/(expenditure) for the year		6,000	19,388	(292,613)	852,283	585,058	278,167
Transfers between funds	14	(6,000)	6,000			-	-
Transfers between funds - Total Unapplied Return	17			292,613	(292,613)	-	-
Net movement in funds		-	25,388	-	559,670	585,058	278,167
Fund balances brought forward as previously stated		-	220,414	-	6,093,935	6,314,349	6,010,482
Effect of prior year adjustment		-	-	-	-	-	25,700
		-	220,414	-	6,093,935	6,314,349	6,036,182
Fund balances carried forward	17	-	245,802	-	6,653,605	6,899,407	6,314,349

The above statement contains all the gains and losses recognised in the current and preceding year.

All income and expenditure relates to continuing operations.

The Companies Act 2006 requires a separate income and expenditure account to be prepared to exclude transactions relating to Endowment Funds. No such income and expenditure account has been included in these statements as the relevant exclusions from this Statement of Financial Activities are clearly shown above. These are: Endowment funds income £177,355 (2020 - £197,226).

The notes on pages 16 to 30 form part of these financial statements.

INCORPORATED ROCHESTER DIOCESAN BOARD OF EDUCATION

BALANCE SHEET - COMPANY NUMBER 46014

AS AT 31 DECEMBER 2021

		Unrestricted Funds	Unrestricted Funds	Restricted Funds	Endowment Funds		
		Corporate Funds General	School Improvements	Consolidated Educational Income	Endowments Capital	Total 2021	Total 2020
	Note	£	£	£	£	£	£
Fixed Assets							
Tangible Fixed Assets	10	-	-	10,007	250,107	260,114	230,392
Investments	11	51	211,948	-	6,522,855	6,734,854	6,046,184
		51	211,948	10,007	6,772,962	6,994,968	6,276,576
Current Assets							
Debtors	12	1,031	-	7,635	-	8,666	70,301
CBF Deposits		11,233	16,541	371,448	-	399,222	224,764
Sarasin Deposits		-	392	-	-	392	392
Bank Deposits		-	16,921	-	-	16,921	69,558
Cash at Bank - Current Account		-	-	144,357	(119,357)	25,000	25,000
Cash at Bank - Business Reserve		-	-	115,369	-	115,369	219,605
		12,264	33,854	638,809	(119,357)	565,570	609,620
Current Liabilities							
Bank overdraft		-	-	-	-	-	-
Creditors	13	12,315	-	648,816	-	661,131	571,847
		12,315	-	648,816	-	661,131	571,847
Net Current Assets / (Liabilities)		(51)	33,854	(10,007)	(119,357)	(95,561)	37,773
Total Assets Less Current Liabilities		-	245,802	-	6,653,605	6,899,407	6,314,349
Net Assets		-	245,802	-	6,653,605	6,899,407	6,314,349
Funds							
Unrestricted	17	-	245,802	-	-	245,802	220,414
Restricted	17	-	-	-	-	-	-
Endowment	17	-	-	-	6,653,605	6,653,605	6,093,935
		-	245,802	-	6,653,605	6,899,407	6,314,349

Approved and authorised for issue by the Board on 7 June 2022

+ Simon Tonbridge

The Rt. Rev. S. Burton - Jones
Chair of the Board

The notes on pages 16 to 30 form part of these financial statements.

INCORPORATED ROCHESTER DIOCESAN BOARD OF EDUCATION

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 DECEMBER 2021

1. ACCOUNTING POLICIES

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounting in accordance with the Financial Reporting Standard (FRS) 102, the Statement of Recommended Practice for Charities (SORP 2015) (Second Edition, effective January 2019) and the Companies Act 2006.

The financial statements have been prepared under the historical cost convention with items recognised at cost or transaction value unless otherwise stated in the relevant accounting policy note.

In preparing the financial statements, the Trustees are required to make certain judgements and estimates. The key judgements and estimates are considered to be the valuation of investment property. The Trustees consider that the carrying value of the social investment property at £205,857 (see note 10) is a fair representation of the open market value of that property.

These accounts present the results of the Rochester Diocesan Board of Education and do not include the results of its subsidiary, the Diocesan Schools Agency Limited. The Trustees have taken the exemption under section 24.6 of FRS 102 SORP 2015 not to produce consolidated accounts on the basis that the total group income is less than £1million.

The charity constitutes a public benefit entity as defined by FRS 102.

Accounting standards require the Trustees to consider the appropriateness of the going concern basis when preparing the financial statements.

a) Income

Donations and legacies are accounted for as soon as their amount and receipt are certain. In the case of donations this is usually when they are received. All other income is accounted for under the accruals concept.

b) Expenditure

Expenditure is accounted for under the accruals concept inclusive of VAT. VAT is included as it is not recoverable by the Charitable Company. Governance costs are those costs associated with constitutional and statutory requirements.

c) Investments

Investments are included in the balance sheet at Bid price apart from the investment in the subsidiary company which is included at cost. Realised gains or losses on sale of investments represent proceeds of sale less the appropriate proportion of the opening carrying value and are shown in the Statement of Financial Activities.

Unrealised gains or losses on revaluation of investments are shown in the Statement of Financial Activities.

d) Allocation of expenditure

Common, shared items of expenditure are apportioned to the different areas of work based on the number of employees within each area. The irrecoverable element of VAT is included with the items of expense to which it relates.

e) Funds

Restricted funds are funds subject to specific conditions imposed by the donor which are binding on the Trustees. Unrestricted funds have no restrictions on their use.

Designated funds are a form of unrestricted fund, which has been allocated or designated for specific purposes by the Charitable Company itself. The use of designated funds for their designated purpose will remain at the discretion of the Trustees. Endowment funds are restricted funds whose income can be used to fund schools' work.

The Corporate Funds are unrestricted funds, the Income Fund of the Consolidated Educational Endowments is a restricted fund, the Capital Fund of the Consolidated Educational Endowments is an endowment fund and the School Improvements Fund is an unrestricted fund.

A much more positive position now exists in relation to COVID-19, although possible future economic pressures may result the Chairty's investment portfolio values are over and beyond the expenditure levels for the foreseeable future.

INCORPORATED ROCHESTER DIOCESAN BOARD OF EDUCATION

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 DECEMBER 2021

1. ACCOUNTING POLICIES (CONTINUED)

f) Depreciation

Depreciation is provided on all tangible fixed assets in use, other than freehold land, at rates calculated to write off the cost or valuation, less estimated residual value of the asset over its expected life, as follows:

Freehold Buildings	- No depreciation is provided as the residual value of the properties is such that any depreciation charge would be immaterial to the accounts.
Investment Property	- Investment Property is held at its open market value. Depreciation is not charged in accordance with FRS102.
Mobile Classrooms	- over 1 year.
Motor Vehicles	- over 4 years.

Assets with a cost of below £1,500 are not capitalised and are charged as an expense in the Statement of Financial Activities.

g) Pensions

The assets of the pension scheme are held separately from those of the Board and are invested with the Ecclesiastical Insurance Group under the supervision of the scheme Trustees. The Board's contribution to the scheme is charged to its income and expenditure as contributions are made, as disclosed in note 16.

h) Grants

Grants made by the Board are treated as expenditure when they are approved.

i) Liability recognition

Liabilities are recognised when an obligation arises to transfer economic benefits as a result of past transactions or events.

j) Debtors

Trade and other debtors are recognised at the settlement amount due. Prepayments are valued at the amount prepaid net of any trade discounts due.

INCORPORATED ROCHESTER DIOCESAN BOARD OF EDUCATION

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2021

2. EDUCATION ACTS 1944 ,1973 AND 1996

The Consolidated Educational Endowments Funds emanate from the sale proceeds of former school buildings and from endowments of closed schools.

On 9 November 1994 the Board of Education passed a resolution under what is now Section 557 of the 1996 Act to adopt the uniform statutory trusts in respect of funds held under Section 86 schemes and Section 2 orders and to consolidate the funds and endowments as "The Diocese of Rochester Consolidated Educational Endowments".

3. CHARITABLE ACTIVITIES

	2021 £	2020 £
Consolidated Educational Endowments - Income		
Department of Education grants	1,303,694	-
Contributions from Schools	105,853	-
Revenue grants	-	898
	<u>1,409,547</u>	<u>898</u>

4. OTHER TRADING ACTIVITIES

	2021 £	2020 £
Corporate Funds - General		
The Diocesan Schools Agency Ltd - profit to parent charity	-	2,532
Contribution to staff costs	6,000	7,000
	<u>6,000</u>	<u>9,532</u>

INCORPORATED ROCHESTER DIOCESAN BOARD OF EDUCATION

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2021

5. NET INCOME FROM TRADING ACTIVITIES OF SUBSIDIARY

	2021	2020
	£	£
Surplus on ordinary activities prior to contribution to charity	3,530	9,532
Amount to be transferred from charity	-	(2,532)
Contribution to staff costs	(7,000)	(7,000)
Retained surplus/(deficit) in subsidiary	<u>(3,470)</u>	<u>-</u>

6. INCOME FROM INVESTMENTS

	2021	2020
	£	£
Quoted Investments		
Corporate Funds - General		
CBF deposit interest	6	47
School Improvements		
Bank interest	2	2
Sarasin Income distribution	5,638	5,901
Sarasin Interest	-	2
CBF deposit interest	6	30
	<u>5,646</u>	<u>5,935</u>
Consolidated Educational Endowments - Capital		
CBF Investment Fund	103,301	99,194
Sarasin Income distribution	65,375	69,351
	<u>168,676</u>	<u>168,545</u>
Consolidated Educational Endowments - Income		
CBF deposit interest	131	392
Sarasin Interest	1	7
Bank interest	55	78
Rent Receivable		
	<u>187</u>	<u>477</u>
	<u>174,515</u>	<u>175,004</u>

The investment income relates to income generated from endowments to support the Charitable Company's work in schools.

INCORPORATED ROCHESTER DIOCESAN BOARD OF EDUCATION

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2021

7. OTHER INCOME

	2021	2020
	£	£
Consolidated Educational Endowments - Income		
Profit on sale of motor vehicles	10,712	-
Total Other Income	<u>10,712</u>	<u>-</u>

8. ANALYSIS OF COSTS

		2021	2020
		Schools'	Schools'
		Work	Work
		£	£
Corporate Funds - General			
Staff charges - Costs	Direct	6	47
		<u>6</u>	<u>47</u>
Consolidated Educational Endowments - Income			
Schools' festival	Direct	180	(973)
Staff charges - Costs	Direct	261,805	252,244
Depreciation - Motor vehicles	Support	11,825	10,867
Office costs	Support	21,561	22,090
Equipment costs	Support	733	-
Revenue Grants	Support	1,558	-
Audit costs - Governance costs	Support	5,850	5,850
		<u>303,512</u>	<u>290,078</u>

Included in the Schools Work costs is an amount of £5,850 for audit fees (2020- £5,850). Total audit fees for the Charitable Company and its subsidiary amounted to £10,725 (2020 - £10,725).

INCORPORATED ROCHESTER DIOCESAN BOARD OF EDUCATION

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2021

9. STAFF CHARGES

	2021 £	2020 £
Wages and salaries	178,025	182,152
Social security costs	19,692	20,916
Other pension costs	26,420	26,479
Pension administration costs	17,016	8,345
Seconded staff costs	-	1,500
Employee life cover costs	6,900	7,025
Travelling and sundry expenses	13,758	5,874
	<u>261,811</u>	<u>252,291</u>
Corporate Funds - General		
Management and administration of the Charity	<u>6</u>	<u>47</u>
	6	47
Consolidated Educational Endowments - Income	<u>261,805</u>	<u>252,244</u>
Total	<u>261,811</u>	<u>252,291</u>

The average monthly number of employees was 4 (2020 - 4).

The numbers of staff whose emoluments (including taxable benefits in kind but excluding employer's pension contributions) amounted to more than £60,000 were as follows:

	2021 Number	2020 Number
£60,001 - £70,000	1	1
£70,001 - £80,000	-	-
£80,001 - £90,000	1	1

None of the Trustees received any remuneration in this or the previous year.

Amounts paid to Trustees for reimbursement of expenses totalled £nil (2020 - nil).

The number of Trustees accruing benefits under defined benefit pension schemes was nil (2020 - nil).

Remuneration of key management personnel

The cost to the organisation of remunerating Key Management Personnel was £190,810 (2020: £189,886).

Costs include gross pay, employer's pension, employer's NI, taxable benefits and contractors' payments.

In addition to the Trustees, key management personnel are deemed to be those having authority and responsibility, delegated to them by the Trustees for planning, directing and controlling the activities of the Diocesan Board of Education.

During 2021 they were:-

Director of Education	John Constanti
Deputy Director of Education	Virginia Corbyn

INCORPORATED ROCHESTER DIOCESAN BOARD OF EDUCATION

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2021

10. TANGIBLE FIXED ASSETS

	Freehold Property	Social Investment Property	Motor Vehicle	Mobile Classrooms	Total
	£	£	£	£	£
Cost or valuation					
At 1 January 2021	10,007	205,857	43,468	16	259,348
Additions	-	-	52,134	-	52,134
Disposals	-	-	(43,468)	-	(43,468)
At 31 December 2021	10,007	205,857	52,134	16	268,014
Depreciation					
At 1 January 2021	-	-	28,956	-	28,956
Charge for year	-	-	11,825	-	11,825
Disposals	-	-	(32,881)	-	(32,881)
At 31 December 2021	-	-	7,900	-	7,900
Net book values					
At 31 December 2021	10,007	205,857	44,234	16	260,114
At 31 December 2020	10,007	205,857	14,512	16	230,392

Mobile classrooms are written down on acquisition to a nominal value of £1 since they are considered to have no net realisable value to the Board.

The freehold property consists of one piece of land at a cost of £10,000 at the Bennett Memorial CE Secondary School and seven open schools which are included at a nominal value of £1 each which reflects the lack of realisable value of the schools to the Board.

The social investment property comprises additional accommodation purchased for Aylesford St Peter's CE Primary School at a cost of £205,857. The charity received quarterly rental income of £2,170 in respect of this property. No depreciation was charged in the year.

The social investment property is integral to the school, without which the school cannot operate and as such could not be sold without the school closing. The rental yield is approximately 4%. On this basis the Trustees consider £205,857 represents the fair value of the social investment property.

INCORPORATED ROCHESTER DIOCESAN BOARD OF EDUCATION

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2021

11. INVESTMENTS

	Cost 2021 £	Market Value 2021 £	Cost 2020 £	Market Value 2020 £
Quoted Investments				
CBF Investment Fund	796,477	4,065,063	796,477	3,554,034
Sarasin Endowments Fund Class A Inc - DBE	1,764,870	2,457,792	1,764,870	2,293,893
Sarasin Endowments Fund Class A Inc - School Imp.	150,260	211,948	150,260	198,206
	<u>2,711,607</u>	<u>6,734,803</u>	<u>2,711,607</u>	<u>6,046,133</u>
Unquoted Investments				
The Diocesan Schools Agency Ltd	-	51	-	51
	<u>-</u>	<u>6,734,854</u>	<u>-</u>	<u>6,046,184</u>
		2021		2020
		£		£
Brought forward at 1 January		6,046,133		5,761,801
Disposals		-		(89,845)
Additions		-		20,000
Unrealised gains / (losses)		688,670		351,257
Realised gains / (losses)		<u>-</u>		<u>2,920</u>
		<u>6,734,803</u>		<u>6,046,133</u>

All quoted investments are tier one investments.

The £51 unquoted investment relates to the cost of 100% of the issued ordinary share capital of the Diocesan Schools Agency Limited a company registered in England and Wales. It is a trading company which transfers all taxable profits to its holding company, this Charitable Company. The deficit on ordinary activities after taxation was £3,470 (2020 - £2,532 surplus). The aggregate of share capital and reserves was £200 (2020 - £200).

The CBF Investment Fund's share value will reflect fluctuations in share prices and currency exchange rates. The Fund includes tangible assets such as property. Any property within the Fund is valued by an external property valuer; any such valuations are a matter of opinion rather than fact.

The Sarasin Investment Fund's share value will reflect fluctuations in share prices and currency exchange rates. The Fund includes tangible assets such as property. Any property within the Fund is valued by an external property valuer; any such valuations are a matter of opinion rather than fact.

Post Balance Sheet Event

The value of our investments at 17 May 2022 totalled £6,105,050 which is some £629,753 (9.4%) below the values at 31 December 2021. It is not known what the full impact of the cost of living increases and the war in the Ukraine will be. The values of the investment portfolios will continue to be monitored.

INCORPORATED ROCHESTER DIOCESAN BOARD OF EDUCATION

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2021

12. DEBTORS

	2021 £	2020 £
Consolidated Ed. Endowments - Income		
Other Debtors		
Diocesan Board of Finance	7,635	67,769
	<u>7,635</u>	<u>67,769</u>
Unrestricted Funds		
Diocesan Board of Finance	1,031	-
Unrestricted Funds		
Amounts due from The Diocesan Schools' Agency Ltd	-	2,532
	<u>-</u>	<u>2,532</u>
	<u>8,666</u>	<u>70,302</u>

13. CREDITORS

	2021 £	2020 £
Consolidated Ed. Endowments - Income		
Other Creditors		
School Condition Allocations undrawn grants	639,738	492,655
Contributions from Governors	7,796	5,461
Bequest for religious artefacts	103	103
Trust funds held on behalf of third parties	9	10
Audit fees	1,170	1,170
	<u>648,816</u>	<u>499,399</u>
Corporate Funds - General		
Other Creditors		
Diocesan Board of Finance	7,635	67,768
Accruals and deferred income		
Audit Fees	4,680	4,680
	<u>12,315</u>	<u>72,448</u>
	<u>661,131</u>	<u>571,847</u>

INCORPORATED ROCHESTER DIOCESAN BOARD OF EDUCATION

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2021

14. TRANSFERS BETWEEN FUNDS

The Consolidated Educational Endowments Income Fund incurred a deficit of £292,613, transfers from the School Improvement Fund (unrestricted) of £2,530 related to the trading deficit and salary related costs within the Corporate Funds General (unrestricted). Also there was a transfer of £292,613 from capital to the income fund to cover the deficit on the restricted income fund in the year.

15. RELATED THIRD PARTY TRANSACTIONS

Employees of the Rochester Diocesan Board of Education are jointly employed by The Rochester Diocesan Society and Board of Finance 'RDBF'. The RDBF operates both a defined benefit pension arrangement and defined contribution pension schemes, shared HR, IT, communication and financial administration services. The RDBF charge an apportionment of office and administration expenses for the shared premises. Some Trustees of the Board of Education are appointed by the Deanery Synods.

During the year loss of £2,530 (2020 £2,532 surplus) will be transferred to the Diocesan Schools Agency from the Incorporated Rochester Diocesan Board of Education. Note 12 details the amount outstanding as at 31 December 2021 and 2020. A £7,000 (2020 - £7,000) contribution towards staff costs was received from the Diocesan Schools Agency to the Incorporated Rochester Diocesan Board of Education.

At 31 December 2021 the RDBF held cash bank deposits on behalf of the RDBE totalling £1,031.

The Board of Education acts as a member with a limited liability of £10 for the following Multi Academy Trusts:- Aquinas, MAST, Amadeus, Trinitas, Alethia, Pilgrim. Additionally the Rochester Diocesan Board of Education also appoints governors to Voluntary Aided and Voluntary Controlled Schools. The Diocesan Schools Agency provides services to the Multi Academy Trusts, Voluntary Aided and Voluntary Controlled Schools at an arms-length basis at the discretion of the schools.

As at the 31 December 2021 the following was owed in respect of related parties

- £7,796 owed to Church school governing bodies (see note 13 Creditors - contributions from Governors)
- £7,635 was owed to the Diocesan Board of Finance and
- £7,635 was owed by the Diocesan Board of Finance.

16. PENSION SCHEME

Staff Defined Benefit Scheme

The Rochester Diocesan Society and Board of Finance 'RDSBF' operates a defined benefit pension arrangement called the Rochester Diocesan Staff Retirement Benefit Scheme 'the Scheme'. This scheme is closed to new members. 1 member of staff employed by the Board is included within this scheme. The Scheme provides benefits based on final salary and length of service on retirement, leaving service or death. The following disclosures exclude any allowance for defined contribution schemes operated by the Employer. No allowance has been made for discretionary benefits. Board of Education staff are jointly employed by the RDBF and RDBE.

The Scheme is subject to the Statutory Funding Objective under the Pensions Act 2004. A valuation of the Scheme is carried out at least once every three years to determine whether the Statutory Funding Objective is met. As part of the process the Employer must agree with the Trustees of the Scheme that the contributions to be paid to address any shortfall against the Statutory Funding Objectives and contributions to pay for the future accrual of benefits.

The most recent comprehensive actuarial valuation of the Scheme was carried out as at 31 March 2021. The next valuation of the Scheme is due as at 31 March 2024. In the event that the valuation reveals a larger deficit than expected the RDSBF may be required to increase contributions above those set out in the existing Schedule of Contributions. Conversely, if the position is better than expected, it is possible that contributions may be reduced.

The Scheme is managed by a board of Trustees appointed in part by the RDSBF and part from elections by members of the Scheme. The Trustees have responsibility for obtaining valuations of the fund, administering benefit payments and investing the Scheme's assets. The Trustees delegate some of these functions to their professional advisers where appropriate.

There were no plan amendments, curtailments or settlements through the period.

At 31 December 2021 the FRS valuation, which is based on different underlying assumptions to the actuarial valuation, calculated a surplus in the Scheme of £2,857k (2020 - £818k). Under FRS102 the Employer is only allowed to recognise such assets in its balance sheet to the extent that it can recover the surplus either through reduced contributions in the future or through refunds from the plan. As RDSBF is unable to recover the surplus, the asset value of the Scheme at 31 December 2021 reflected in the RDSBF accounts is nil. This compares to an asset value of nil at the previous review date.

The Board are not a named legal party to the Scheme and deficits, if applicable, are included within the RDSBF annual accounts. The funding arrangements for this scheme are set out in the RDSBF financial statements, the Board's proportion cannot be identified and therefore no further details of surpluses/deficits are included within these accounts apart from the annual contributions made by the Board to the Scheme which in 2021 totalled £22,550 (2020 - £21,490).

Defined Contribution Scheme

A defined contribution scheme is operated. Amounts payable in the year amounted to £3,870 in 2021 (2020 - £4,989).

INCORPORATED ROCHESTER DIOCESAN BOARD OF EDUCATION

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2021

17. ANALYSIS OF FUNDS

1. Analysis of movements in Funds

	Unrestricted Funds	Unrestricted Funds	Restricted Funds	Endowment Funds	Total 2021	Total 2020
	Corporate Funds General	School Improvements	Consolidated Educational Income	Endowment Capital		
	£	£	£	£	£	£
Balance at 1 January 2021	-	220,414	-	6,093,935	6,314,349	6,010,482
Effect of prior year adjustment	-	-	-	-	-	25,700
	-	220,414	-	6,093,935	6,314,349	6,036,182
Income in the year	6,006	5,646	1,420,446	177,355	1,609,453	214,115
Expenditure in the year	(6)	-	(1,713,059)	-	(1,713,065)	(290,125)
Movements on investments	-	13,742	-	674,928	688,670	354,177
Transfers between funds	(6,000)	6,000	292,613	(292,613)	-	-
Balance at 31 December 2021	-	245,802	-	6,653,605	6,899,407	6,314,349

2. Total Return Approach to investment of permanent endowment

	Trust for investment	Unapplied total return	Total 2021	Trust for investment	Unapplied total return	Total 2020
	£	£	£	£	£	£
At 1 January						
Gift component of the permanent endowment	3,684,995	-	3,684,995	3,622,252	-	3,622,252
Unapplied total return	-	2,408,940	2,408,940	-	2,195,666	2,195,666
Total	3,684,995	2,408,940	6,093,935	3,622,252	2,195,666	5,817,918
Movements in the reporting period						
Gift of endowment funds - Sevenoaks St John's CE Primary school land disposal	-	-	-	20,000	-	-
Recoupment of trust for investment	-	-	-	-	-	-
Allocation from trust for investment	-	-	-	-	-	-
Transfer to trust for investment - indexation	176,880	(176,880)	-	42,743	(42,743)	-
Investment return: dividends and interest	-	177,355	177,355	-	177,226	177,226
Investment return: realised and unrealised gains and (losses)	-	674,928	674,928	-	342,494	342,494
Less: investment management costs	-	-	-	-	-	-
Total	176,880	675,403	852,283	62,743	476,977	519,720
Unapplied total return allocated to income in the reporting period	-	(292,613)	(292,613)	-	(263,703)	(263,703)
Net movement in the reporting period:	176,880	382,790	559,670	62,743	213,274	256,017
Gift component of the permanent endowment	3,861,875	-	3,861,875	3,684,995	-	3,684,995
Unapplied total return	-	2,791,730	2,791,730	-	2,408,940	2,408,940
Total at 31 December	3,861,875	2,791,730	6,653,605	3,684,995	2,408,940	6,093,935

3. Analysis of net assets between Funds

	Tangible Fixed Assets	Fixed Asset Investments	Net Current Assets	Total 2021	Total 2020
	£	£	£	£	£
Restricted Funds					
Consolidated Educational Endowments - Income	10,007	-	(10,007)	-	-
Endowment Funds					
Consolidated Educational Endowments - Capital	250,107	6,522,855	(119,357)	6,653,605	6,093,935
Unrestricted Funds					
Corporate Funds - General	-	51	(51)	-	-
School Improvement Fund	-	211,948	33,854	245,802	220,414
	260,114	6,734,854	(95,561)	6,899,407	6,314,349

4 Restricted Funds

	Balance at 1 January 2021	Income	Expenditure	Transfers	Balance at 31 December 2021
	£	£	£	£	£
Consolidated Educational Endowments - Income	-	10,899	(303,512)	292,613	-
Department of Education Grants	-	1,409,547	(1,409,547)	-	-
	-	1,420,446	(1,713,059)	292,613	-
	Balance at 1 January 2020	Income	Expenditure	Transfers	Balance at 31 December 2020
	£	£	£	£	£
Consolidated Educational Endowments - Income	-	1,375	(290,078)	288,703	-
	-	1,375	(290,078)	288,703	-

INCORPORATED ROCHESTER DIOCESAN BOARD OF EDUCATION

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2021

18. TRUSTEESHIPS

The Board of Education act as Trustees for the following Church of England Schools within the Diocese.

Belvedere Trinity CE Secondary School	Leybourne St Peter and St Paul CE Primary School
Belvedere St Augustine's of Canterbury CE Primary School	Northfleet St Botolph CE Primary School
Bennett Memorial Diocesan CE Secondary School	Penge St John CE Primary School
Bredhurst CE Primary School	Pilgrim CE Primary School
Broadwater Down St Mark CE Primary School	Platt CE Primary School
Bromley Bishop Justus CE Secondary School	Rainham St Margaret CE Primary School
Bromley St Mark CE Primary School	Rusthall St Paul CE Primary School
Bromley Parish CE Primary School	Seal CE Primary School
Burham CE Primary School	Sevenoaks St John CE Primary School
Chatham St John CE Infants School	Shorne CE Primary School
Chiddingstone CE Primary School	Snodland CE Primary School
Chislehurst St Nicholas CE Primary School	Southborough CE Primary School
Cliffe St Helen CE Primary School	St Paul's Cray CE Primary School
Crayford St Paulinus CE Primary School	St Mary's Island CE Primary School
Dartford Holy Trinity CE Primary School	Stone St Mary's CE Primary School
Ditton CE Primary School	Strood St Nicholas CE Primary School
Erith Christchurch CE Primary School	Sundridge & Brasted CE Primary School
Falconwood Bishop Ridley CE Primary School	Sutton at Hone CE Primary School
Grain St James CE Primary School	Swanley St Paul CE Primary School
Gravesend Holy Trinity CE Primary School	Swanley St Mary CE Primary School
Gravesend St George's CE Secondary School	Troy Town St Margaret CE Primary School
Hever CE Primary School	Trottiscliffe CE Primary School
High Brooms St Matthew CE Primary School	Tunbridge Wells St James CE Infants School
Horton Kirby CE Primary School	Tunbridge Wells St James CE Junior School
Hunton CE Primary School	Tunbridge Wells St Marks CE Primary School
Ide Hill CE Primary School	Tunbridge Wells St Peters CE Primary School
Keston CE Primary School	Watlington CE Primary School
Knockholt St Katharines CE Primary School	West Kingsdown St Edmund's CE Primary School
Lamorbey Holy Trinity CE Primary School	West Malling CE Primary School
Lamberhurst St Mary's CE Primary School	Westerham Churchill CE Primary School
Langafel CE Primary School	Wrotham St George CE Primary School

19. TRUST FUNDS

At the year end the charitable company held, in separate deposit accounts, £1,900,219 (2020 - £1,843,419) on behalf of a number of Church of England schools.

	£
At 31 December 2020	1,843,419
New money received	1
Interest and dividends received	10,490
Withdrawals in respect of sundry grants	(5,468)
Investment gain / (loss)	<u>51,777</u>
At 31 December 2021	<u>1,900,219</u>

INCORPORATED ROCHESTER DIOCESAN BOARD OF EDUCATION

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2021

20. COMPARATIVE ANALYSIS OF FUNDS 2020

1. Analysis of movements in Funds

	Unrestricted Funds	Unrestricted Funds	Restricted Funds	Endowment Funds	Total 2020
	Corporate Funds General £	School Improvements £	Consolidated Educational Income £	Endowment Capital £	£
Balance at 1 January 2020	-	192,564	-	5,817,918	6,010,482
Effect of prior year adjustment	-	25,700	-	-	25,700
Income in the year (as restated)	9,579	5,935	1,375	197,226	214,115
Expenditure in the year	(47)	-	(290,078)	-	(290,125)
Movements on investments	-	11,683	-	342,494	354,177
Transfers between funds	(9,532)	(15,468)	288,703	(263,703)	-
Balance at 31 December 2020	-	220,414	-	6,093,935	6,314,349

2. Analysis of net assets between Funds

	Tangible Fixed Assets £	Fixed Asset Investments £	Net Current Assets £	Total 2020 £
Restricted Funds				
Consolidated Educational Endowments - Income	10,007	-	(10,007)	-
Endowment Funds				
Consolidated Educational Endowments - Capital	220,385	5,847,927	25,623	6,093,935
Unrestricted Funds				
Corporate Funds - General (as restated)	-	51	(51)	-
School Improvement Fund	-	198,206	22,208	220,414
	230,392	6,046,184	37,773	6,314,349

INCORPORATED ROCHESTER DIOCESAN BOARD OF EDUCATION

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2021

21. COMPARATIVE STATEMENT OF FINANCIAL ACTIVITIES 2020 (AS RESTATED)

	Unrestricted Funds Corporate Funds General £	Unrestricted Funds School Improvements £	Restricted Funds Consolidated Educational Income £	Endowment Funds Endowments Capital £	Total 2020 £
INCOME FROM:					
Donations and legacies	-	-	-	-	-
Charitable activities	-	-	898	-	898
Other trading activities	9,532	-	-	-	9,532
Investments	47	5,935	477	168,545	175,004
Other income	-	-	-	-	-
Rents Receivable	-	-	-	8,681	8,681
Sale proceeds - Seevnoaks St John school land sale	-	-	-	20,000	20,000
TOTAL INCOME	9,579	5,935	1,375	197,226	214,115
EXPENDITURE ON:					
Charitable activities					
Schools' work	47	-	290,078	-	290,125
TOTAL EXPENDITURE	47	-	290,078	-	290,125
Net income/(expenditure) for the year before gains/losses on investments	9,532	5,935	(288,703)	197,226	(76,010)
Unrealised gains / (losses) on investments	-	11,683	-	339,574	351,257
Realised gains / (losses) on investment redemption	-	-	-	2,920	2,920
Net income/(expenditure) for the year	9,532	17,618	(288,703)	539,720	278,167
Transfers between funds	(9,532)	(15,468)	25,000	-	-
Transfers between funds - Total Unapplied Return	-	-	263,703	(263,703)	-
Net movement in funds	-	2,150	-	276,017	278,167
Fund balances brought forward as previously stated	-	192,564	-	5,817,918	6,010,482
Effect of prior year restatement	-	25,700	-	-	25,700
Fund balances carried forward	-	220,414	-	6,093,935	6,314,349

INCORPORATED ROCHESTER DIOCESAN BOARD OF EDUCATION

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2021

22. COMPARATIVE BALANCE SHEET AT 31 DECEMBER 2020

	Unrestricted Funds	Unrestricted Funds	Restricted Funds	Endowment Funds	
	Corporate Funds General £	School Improvements £	Consolidated Educational Income £	Endowments Capital £	Total 2020 £
Fixed Assets					
Tangible Fixed Assets	-	-	10,007	220,385	230,392
Investments	51	198,206	-	5,847,927	6,046,184
	51	198,206	10,007	6,068,312	6,276,576
Current Assets					
Debtors	-	2,532	67,769	-	70,301
CBF Deposits	11,227	10,896	202,641	-	224,764
Sarasin Deposits	-	392	-	-	392
Bank Deposits	61,170	8,388	-	-	69,558
Cash at Bank - Current Account	-	-	25,000	-	25,000
Cash at Bank - Business Reserve	-	-	193,982	25,623	219,605
	72,397	22,208	489,392	25,623	609,620
Current Liabilities					
Bank overdraft	-	-	-	-	-
Creditors	72,448	-	499,399	-	571,847
	72,448	-	499,399	-	571,847
Net Current Assets / (Liabilities)	(51)	22,208	(10,007)	25,623	37,773
Total Assets Less Current Liabilities	-	220,414	-	6,093,935	6,314,349
Net Assets	-	220,414	-	6,093,935	6,314,349
Funds					
Unrestricted	-	220,414	-	-	220,414
Restricted	-	-	-	-	-
Endowment	-	-	-	6,093,935	6,093,935
	-	220,414	-	6,093,935	6,314,349

Accounts

INCORPORATED ROCHESTER DIOCESAN BOARD OF EDUCATION

ANNUAL REPORT AND FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2020

INCORPORATED ROCHESTER DIOCESAN BOARD OF EDUCATION

ANNUAL REPORT

FOR THE YEAR ENDED 31 DECEMBER 2020

ADMINISTRATIVE DETAILS

TRUSTEES

No Trustee had any beneficial interest in the company during 2020. The following Trustees served during 2020

The Rt. Rev. J. Langstaff - President	
The Rt. Rev. S. Burton - Jones - Chair	Bishop's nominated representative
Miss. C. Bostock	Diocesan Synod elected - lay
Mr. D. W. Bridger (to 15 January 2021)	Diocesan Synod elected - lay
The Rev. R. Bristow	Diocesan Synod elected - clergy
Fr. J. Caster	Diocesan Synod elected - clergy
The Rev. J. Fletcher	Diocesan Synod elected - clergy
Mr. J. J. King	Co-option
Mr. L. Kings	Co-option
Mrs. A. Mepsted	Co-option (primary Headteacher)
Mr. A. Rees	Co-option (secondary Headteacher)
Ms. C. Sargent	Co-option
The Rev. M. Tariq (to 18 January 2021)	Co-option
Ms. J. Thompson	Diocesan Synod elected - lay

The 2020 Board Reconstitution composition and membership is detailed on page 8 Structure and Governance.

The charity is relying upon the guidance issued by the Charities Commission in relation to the induction and training of Trustees. In 2020, an induction meeting took place, where an information pack was issued and Senior Members of staff presented key responsibilities.

SENIOR STAFF AND ADVISERS

Director of Education	John Constanti
Deputy Director of Education	Virginia Corbyn
Lead Consultant for School Improvement	Caroline Crofts

Registered Office 1 The Sanctuary Westminster London SW1P 3JT

Principal Office Diocesan Office St. Nicholas' Church Boley Hill Rochester Kent ME1 1SL

Bankers National Westminster Bank Plc Chatham Branch 148 High Street Chatham Kent ME4 4DB

Auditors Crowe U.K. LLP Riverside House 40-46 High Street Maidstone Kent ME14 1JH

Solicitors Stone King LLP Boundary House 91 Charterhouse St. Barbican London EC1M 6HR

Investment Advisers CCLA Investment Management Ltd
Senator House, 85 Queen Victoria Street, London, EC4V 4ET
and
Sarasin & Partners LLP
Juxon House 100 St Paul's Churchyard London EC4M 8BU

Insurers Ecclesiastical Insurance Office plc, Beaufort House, Brunswick Road, Gloucester, GL1 1JZ

INCORPORATED ROCHESTER DIOCESAN BOARD OF EDUCATION

ANNUAL REPORT

FOR THE YEAR ENDED 31 DECEMBER 2020

The Trustees, who are also Directors for the purposes of company law, present their annual report, together with the audited financial statements for the year ended 31 December 2020.

The Directors/Trustees are one and the same and in signing as Trustees they are also signing the Strategic Report sections in their capacity as Directors.

This combined report satisfies the legal requirements for:
a Directors Report of a charitable company,
a Trustees' Annual Report under the Charities Act 2011.

MISSION STATEMENT

To support and encourage the work of schools, churches and parishes across the Diocese of Rochester in Christian distinctiveness through excellent education of children and young people.

LEGAL OBJECTS

The Incorporated Rochester Diocesan Board of Education's objects are confirmed within the objects clause of its Memorandum and Articles of Association which are:

1. To maintain and extend education in and knowledge of the Christian religion in general and the faith and practice of the Church of England in particular to all sections of the community within the Diocese of Rochester.
2. To carry out the functions of the Diocesan Board of Education for the Diocese of Rochester under the provisions of the Diocesan Boards of Education Measure 1991 and any legislation amending, supplementing or replacing the same.

The Diocese of Rochester Consolidated Educational Endowments were created by a resolution of the Board passed on 9 November 1994 and are held on the terms of the Uniform Statutory Trusts under Schedule 36 of the Education Act 1996.

In addition Trust Funds are held on behalf of schools. Please refer to note 18 in the financial statements for details of the assets held in this capacity.

STRATEGIC AIMS

The Trustees and officers have continued to work towards achieving the 2019 agreed triennial aims and objectives of the Board which can be summarised as follows.

1. To actively promote and support Christian Distinctiveness through developing high quality teaching and learning, leadership and effective governance of our Church schools.
2. To provide targeted challenge and focussed support for school effectiveness in order that 90% of our Church schools are judged "Good" or better in both the OFSTED and SIAMS inspection frameworks by 2021.
3. To improve the quality of teaching and learning of Religious Education in Church primary schools through the implementation of a revised Diocesan syllabus, sharing best practice and offering professional development opportunities for all teaching staff in Church primary schools.
4. To develop effective strategic partnerships with Local Authorities, Teaching Schools Alliances, Multi Academy Trusts and other key stakeholders ensuring that every Church school is part of an informal, formal or structural collaboration which supports their Christian Distinctiveness, school effectiveness and sustainable future.
5. To ensure the good stewardship and effective deployment of the Board of Education's resources, to ensure its sustainable future and ability to deliver its triennial aims and key priorities.
6. To take opportunities for growth through the establishment of new Church schools and maintaining existing Church schools.

OBJECTIVES FOR THE YEAR

The Trustees and officers, of the Board, have continued to work towards achieving the agreed triennial aims and objectives of the Board, as outlined above.

ANNUAL REPORT

FOR THE YEAR ENDED 31 DECEMBER 2020

ACTIVITIES AND ACHIEVEMENTS IN THE YEAR

1. To actively promote and support Christian Distinctiveness through developing high quality teaching and learning, leadership and effective governance of our Church schools.
 - a. The skills audit template continues to be used during the Foundation governor appointment process to ensure that those appointed have the requisite skills and experience to serve.
 - b. Officers or our associate consultants are, wherever possible, involved throughout the appointment process for new Head Teachers liaising with Local Authority officers and governors to ensure the best candidates are appointed.
 - c. We consulted over our training programme and as a result have revised the support and courses offered as can be seen on our website below. Bespoke training is also delivered to governing bodies and MATs, as requested.
<http://www.rdbe.org.uk/uploads/pdf/10.9.18%20Programme%20final.pdf>
 - d. Members of the education team and our Associates have supported our Church schools with Head Teacher appraisals, training, school advisory visits, leadership, scoping and Progress & Impact and Schools Causing Concern meetings. Associates can also be commissioned to provide coaching to head teachers and can also provide a package of mentoring / supervision support. There is increasing uptake for these services.
 - e. The education team regularly review those schools considered to be vulnerable and deploy various measures to support them.
2. To provide targeted challenge and focussed support for school effectiveness in order that 90% of our Church schools are judged "Good" or better in both the OFSTED and SIAMS inspection frameworks by 2021.
 - a. The Board, under the management of the Deputy Director of Education, currently manages national inspections, within the statutory SIAMS framework, of the distinctiveness and effectiveness of the vision and values of each Church school in the Diocese, once every three to five years. In 2020, 5 such inspections were undertaken under a new schedule for inspection. Over the course of the year, training on the latest SIAMS schedule (2018) have been delivered by the Deputy Director to support the implementation and improvement of Diocesan schools as Church schools. The Deputy Director also leads ongoing meetings for SIAMS inspectors who serve our schools and undertakes a number of inspections in neighbouring Dioceses to retain her accreditation as a SIAMS inspector.
 - b. The Board's Lead Associate for School Improvement has supported our Church schools with Head Teacher appraisals and appointments, training, school advisory visits, leadership, scoping and Progress & Impact meetings. Additionally, the Lead Associate for School Improvement regularly reviews, monitors and reports on our Church schools' performance data, identifying those that are vulnerable, reporting same to the School Effectiveness Committee, and remedial recommendations and actions implemented.
 - c. The table below confirms that the percentage of schools judged good or better in both Ofsted and SIAMS. The SIAMS totals 99% and Ofsted 93%, both of which exceeds the 90% target. This is as a direct result of the support given to schools by our Deputy Director of Education, Lead Associate for School Improvement and associate consultants.

Category	SIAS/SIAMS		Ofsted	
	No	%	No	%
Grade 1 Outstanding/Excellent	40	45	13	15
Grade 2 – Good	48	54	69	78
Grade 3 – RI/Satisfactory	1	1	4	4
Grade 4 - Inadequate	0	0	0	0
No current grade	0	0	3	3
Totals	89	100	89	100

3. To improve the quality of teaching and learning of Religious Education in Church primary schools through the implementation of a revised Diocesan syllabus, sharing best practice and offering professional development opportunities for all teaching staff in Church primary schools.
 - a. The Deputy Director of Education provided further support by undertaking SIAMS ready visits, new Head Teacher visits, bespoke training for RE subject leaders and has provided courses in relation to New to a Church School, New to Leading RE, and clergy training for those new to the Rochester Diocese.

INCORPORATED ROCHESTER DIOCESAN BOARD OF EDUCATION

ANNUAL REPORT

FOR THE YEAR ENDED 31 DECEMBER 2020

ACTIVITIES AND ACHIEVEMENTS IN THE YEAR (CONTINUED)

4. To develop effective strategic partnerships with Local Authorities, Teaching Schools Alliance, Multi Academy Trusts (MATs) and other key stakeholders ensuring that every Church school is part of an informal, formal or structural collaboration which supports their Christian Distinctiveness, school effectiveness and sustainable future.
- a. The Director of Education continued to work closely with schools and Multi Academy Trusts (MATs) in relation to their conversion and growth supporting them on the development of new Church of England school bids in areas of planned new housing development across the Rochester Diocese, and in one case another diocese.
- b. The Director of Education continued to assist in developing the national Church educational policy.
- c. The Lead Associate liaises regularly with local authorities about the performance of the schools in relation to standards. A set of information sharing protocols has been agreed with the Kent Local Authority.

The following tables provide details of the status of our Church schools and our Church Multi Academy Trusts (MATs) membership.

Table 1 - Church of England schools by status and sector in Diocese of Rochester

School Status	Number of Primary Schools	Number of Secondary Schools
Voluntary Aided (VA)	20	1
Voluntary Controlled (VC)	32	0
Academies & Free Schools	33	4

Table 2 - Church Multi-Academy Trusts in the Diocese of Rochester

Name of MAT	Local Authority Area	Number of academies
Aletheia Anglican Academies Trust	Kent	7
Amadeus Primary Academies Trust	Bexley	5
Aquinas Church of England Education Trust	Bromley	11
Medway Anglican School Trust	Medway	4
Pilgrim Academy Trust	Medway	3
Tenax Trust	Kent/Sussex	8
Trinitas Academy Trust	Bexley	6

5. To ensure the good stewardship and effective deployment of the Board of Education's resources, to ensure its sustainable future and ability to deliver its triennial aims and key priorities.
- a. For several different reasons financial markets were turbulent during 2020 and the Finance and Resources Committee reviewed and monitored, on a quarterly basis, investment yields and growth.
- b. The main points associated with the Board of Education's finances in 2020 can be summarised as follows:
 - i. The operational deficit decreased from £137,236 in 2019 to £76,010 in 2020.
 - ii. This operational deficit was partly offset by transfers from the Corporate Funds (£9,532) and the School Improvement Funds (£15,468).
 - iii. Investment income increased from £171,799 in 2019 to £175,004 in 2020.
 - iv. Unrealised gain on investments of £831,573 in 2019 compared to a £351,257 unrealised gain in 2020.
 - v. The Board of Education's fund balances increased from £6,010,482 in 2019 to £6,314,349 in 2020.
 - vi. The Board's income funds were £210,900 in 2019 compared to £214,115 in 2020.
- 6 In May 2019, the trustees approved to adopt the Total Return approach to investments. This now enables funds to be available to meet any annual deficits of expenditure exceeding income without breaching the requirements of the various restricted funds.
- 7 To take opportunities for growth through the establishment of new Church schools and maintaining existing Church schools.
- b. The project delivery of the new Secondary School in Ebbsfleet garden city (Alderden) with the Aletheia Anglican Academies Trust progresses.

FUTURE PLANS

The Trustees and officers, of the Board, will continue to work towards achieving the agreed strategic aims of the Board, for the triennium, as previously outlined on page 2.

ANNUAL REPORT

FOR THE YEAR ENDED 31 DECEMBER 2020

FINANCIAL REVIEW

1. Financial Performance

The COVID-19 global pandemic impacted on operations and finances during the year and the key elements are highlighted below.

A comparison of the income received for 2019 and 2020 can be summarised as follows:

- a. The subsidiary trading company surplus decreased by £23,165 from £25,697 in 2019 to £2,532 in 2020.
- b. Investment income slightly increased by £3,206 from £171,799 in 2019 to £175,004 in 2020.
- c. Unrealised gain on investments of £831,573 in 2019 compared to a £351,257 unrealised gain in 2020.

A comparison of expenditure incurred for 2019 and 2020 can be summarised as follows:

- a. Overall expenditure for schools' work decreased by £58,011 from £348,136 in 2019 to £290,125 in 2020.
- b. The schools' work expenditure from the Restricted Income fund decreased by £57,975 from £348,053 in 2019 to £290,078 in 2020.
- c. Revenue grant expenditure increased by £3,114 from (£2,216) in 2019 to £898 in 2020.
- d. Governance costs increased by £1,440 from £4,410 in 2019 to £5,850 in 2020.

The Consolidated Educational Endowments Income Fund incurred a deficit of £288,703, transfers from the School Improvement Fund (unrestricted) of £15,468 and the salary related costs and trading surplus of £9,532 within the Corporate Funds General (unrestricted) to total £25,000 transfers. There was also a transfer of £263,703 from Capital to the Income fund to cover the deficit on the restricted income fund.

The various income and expenditure movements for the year had the following impact on reserves:

- a. The Corporate Funds reserve remained unchanged at zero.
- b. The School Improvements Funds reserve increased by £27,850 from £192,564 in 2019 to £220,414 in 2020.
- c. The Restricted Income Fund reserve remained unchanged with a nil balance in 2019 and 2020.
- d. The Endowment Funds reserve increased by £276,017 from £5,817,918 in 2019 to £6,093,935 in 2020.

The Trustees were unable to prepare a balanced budget for 2021 and estimate an overall net deficit of some £149,361 although as noted in the Going Concern statement the investment and cash balances could be deployed to cover any operating deficit in the short to medium term.

The Trustees through the Finance and Resources Committee will continue to explore further options in order to increase income and decrease expenditure.

2. Reserves Policy

Reserves are an inherent part of the risk management process. The need for reserves will vary depending on our financial position and forecasts and our assessment of the risks we face at a particular time.

The Trustees have reviewed and approved the 2020 reserves policy which takes account of the predominant risks, challenges and the working capital requirements in both the short and medium term.

It is the Trustees' policy to, wherever possible, meet expenditure by generating income from the restricted funds, the trading subsidiary and from any DBF grant receipts.

The policy previously agreed was to use unrestricted funds before any other funds until those unrestricted reserves reach a nil balance.

The Trustees are aware that income annually excluding unrealised investment gains is presently insufficient to meet the expenditure annually necessary to meet the Trustees' approved activities. Unless and until the two are balanced, the Trustees recognise that they will need to use investment gains less losses each year as calculated on the Total Return fund basis and then, if necessary, utilise any unrestricted reserves and then the Unapplied Total Return Fund to cover any remaining deficit which arises.

Accordingly, they will, if necessary, agree annually an amount to be transferred from the Unapplied Total Return Fund to cover that year's deficit if any. Investment gains over and above any needed to cover a deficit for the year in question will be added to this Fund annually and a sum representing inflation on the capital funds of the Board in accordance with CPI rates will be transferred from this Fund to the Trust for Investment capital reserve.

The Diocesan Board of Education also holds restricted reserves which have generally been historically accumulated from the sale of redundant school properties. These restricted reserves can only be used towards the cost of Church of England schools (buildings, resources and advice).

Unrestricted and restricted reserves are largely invested in diversified investment funds which historically rise in value over the long term. The value is monitored regularly by the Board's Finance and Resources Committee, and Trustees have delegated to that Committee the timing and level of sales of investments in order to meet such annual deficit as calculated before unrealised investment gains/losses.

As at 31 December 2020 the total consolidated funds totalled £6,314,349 (2019 £6,010,482) of which £6,093,935 (2019 £5,817,918) were restricted and £220,414 (2019 £192,564) were unrestricted.

The 2020 reserves policy and three year aims and objectives for 2019 - 2021 have been approved by the Trustees.

INCORPORATED ROCHESTER DIOCESAN BOARD OF EDUCATION

ANNUAL REPORT

FOR THE YEAR ENDED 31 DECEMBER 2020

FINANCIAL REVIEW (CONTINUED)

3. Grant Making Policy

When considering school applications for financial assistance, the Trustees will adopt the following priorities:

- a. The total value of grants will be limited to the revenue income. Any grant award, which would necessitate expenditure of the endowment fund, will not normally be approved.
- b. All projects should be approved for grant aid by the DfE and supported by the LA.
- c. New Church Aided primary schools.
- d. New Church Aided secondary schools.
- e. Church Controlled schools deciding to adopt Church Aided status.
- f. Existing Church Aided schools.
- g. Schools serving socially deprived areas.
- h. The Governing Body's financial resources.
- i. Previous projects, at the school, funded by the Board of Education.

4. Investment Policy

The Board has a policy to invest in accordance with the ethical investment policy of the Church of England.

In line with this policy the Trustees considered the most appropriate vehicle for investing funds and found that specialised pooled funds, designed for the church and charity sector and managed by the Central Board of Finance (CCLA) and Sarasin & Partners meet their requirements to generate both income and capital growth.

The performance of investment markets fluctuated during the year. The investment portfolio at 31 December 2020 increased due to a gain of £354,177 (2019 - £851,573)

	2020	2019
	%	%
Actual Total Return Achieved	9.17	21.21
ARC Steady Growth Charity Index	3.80	15.10

The Charitable Company currently holds £202,641 in cash deposits with the Central Board of Finance (CCLA), which are held in order to provide cash for the charity's operations. Cash deposit interest rates remained at low levels during the year ranging between 0.20% - 0.50%.

The Finance and Resources Committee reviews and monitors the performance of the investment funds on a quarterly basis.

5. Related Parties

Employees of the Rochester Diocesan Board of Education are jointly employed by The Rochester Diocesan Society and Board of Finance '(RDBF)'. The RDBF operates both a defined benefit pension arrangement and defined contribution pension schemes, shared HR, IT, communication and financial administration services. The RDBF charge an apportionment of office and administration expenses for the shared premises. Some Trustees of the Board of Education are nominated by the Deanery Synods for the appointment by the Diocesan Synod.

During the year taxable profits of £2,532 resulted, which will be transferred from The Diocesan Schools Agency to the Incorporated Rochester Diocesan Board of Education. A £7,000 contribution towards staff costs was received from The Diocesan Schools Agency to the Incorporated Rochester Diocesan Board of Education.

The Board of Education acts as a member with a limited liability of £10 for the following Multi Academy Trusts:- Aquinas, MAST, Amadeus, Trinitas, Alethia, Pilgrim. Additionally the Rochester Diocesan Board of Education also appoints governors to Voluntary Aided and Voluntary Controlled Schools. The Diocesan Schools Agency provides services to the Multi Academy Trusts, Voluntary Aided and Voluntary Controlled Schools at an arms-length basis at the discretion of the schools.

6. Public Benefit

When considering the Incorporated Rochester Diocesan Board of Education and its subsidiary's activities, the Trustees have complied with the duty in Section 4 of the Charities Act 2011 to have due regard to the Charity Commission's general guidance on public benefit. No changes to ongoing activities were considered necessary as the varied works of the Board of Education have always benefited the public in numerous ways as detailed in this report.

7. Going Concern

Accounting standards require the Trustees to consider the appropriateness of the going concern basis when preparing the financial statements. The Trustees regard the going concern basis as being appropriate as the Charitable Company has adequate resources to continue in operational existence for the foreseeable future. The Charitable Company has adequate financing facilities based on the Trustees' review of the forecast and the current level of free reserves available given that the investment and cash balances could be deployed to cover any operating deficit in the short to medium term.

INCORPORATED ROCHESTER DIOCESAN BOARD OF EDUCATION

ANNUAL REPORT

FOR THE YEAR ENDED 31 DECEMBER 2020

PRINCIPAL RISKS AND UNCERTAINTIES

The Trustees are responsible for the identification and management of risk and to achieve this, a register of identified risks is maintained and, alongside it a management strategy formed. This is subject to annual review by the Trustees with the responsibility for delivery of the identified management strategies, being delegated to the Director of Education.

In the Trustees' opinion there are established resources and review systems, which under normal conditions, should allow the identified risks to be mitigated to an acceptable level in its day to day management.

No risks were identified in the 2020 or 2019 risk register where the probability and impact of the events is considered "high".

The accounts are approved during a period where some uncertainties remain as a result of COVID-19 albeit the U.K. has successfully implemented the vaccine programme and the lockdown measures are about to be lifted which creates a much more positive landscape. The Charity was able to continue to provide its service largely via remote systems which have been well received and will probably in part remain in place as an improved communication method. Through appropriate consideration of risks as part of its normal risk management processes and mitigating actions both already taken and available to be taken, trustees consider it appropriate for the going concern basis to be adopted for these accounts.

STRUCTURE AND GOVERNANCE

Summary information about the structure of the Church of England

The Church of England is the established church with Her Majesty The Queen as its Supreme Governor. It is organised into two provinces (Canterbury and York) with a total of 42 Dioceses. Each Diocese is a See under the care of a Bishop who is charged with the cure of souls of all people within the geographical area. This charge is shared with priests within benefices and parishes which are sub divisions of the Diocese. Within each Diocese, overall leadership lies with the Diocesan Bishop, who exercises that input as Bishop within the Diocesan Synod.

The Diocese of Rochester is divided into three Archdeaconries within which there are seventeen deaneries, each with its own Deanery Synod. Within each deanery there are individual ecclesiastical parishes with their own parochial church council, which shares with the parish priest, local responsibility for the mission of the church.

Organisational structure

The Diocesan Boards of Education Measure 1991 confirms that for every Diocese there shall be a Diocesan Board of Education which shall have certain functions and shall be responsible to the Diocesan Synod. The Bishop, after consultation with the Board, shall appoint a Director of Education for the Diocese who shall act as secretary to the Board.

The Incorporated Rochester Diocesan Board of Education is a company limited by guarantee (No. 46014) and a registered charity (No. 1031550) governed by its Memorandum and Articles of Association.

The Board's principal activity is to maintain and extend education in and knowledge of the Christian religion in general and the faith and practice of the Church of England in particular to all sections of the community within the Diocese of Rochester. It was established in its present form on the 19 November 1895.

Governance and policy of the Board is the responsibility of the Trustees, who are also members of the company and trustees for the purposes of charity law.

The Board's composition and membership during the 2020 financial year were governed by its revised Articles of Association. In October 2016, the Diocesan Synod approved proposals for the reconstitution of the DBE. The Secretary of State for Education approved the revised Articles of Association and issued an Order in November 2017. New Board members were appointed in the autumn of 2018 and established in January 2019.

INCORPORATED ROCHESTER DIOCESAN BOARD OF EDUCATION

ANNUAL REPORT

FOR THE YEAR ENDED 31 DECEMBER 2020

STRUCTURE AND GOVERNANCE (CONTINUED)

Organisational structure (continued)

The Trustees' term of office is three years and those who served during the year are shown on page 1.

From January 2019 the Board's composition and membership is summarised as follows.

1. The Bishop (or the Bishop's nominated representative).
 2. One Trustee nominated by the Bishop.
 3. Six Trustees elected by Diocesan Synod (i)
 - a. 3 Clerks in Holy Orders (for each of the 3 Archdeacons).
 - b. 3 Lay persons on the electoral roll for their parish (for each of the 3 Archdeacons).
 4. At least 2 Trustees but not more than 6 Trustees co-opted by the DBE
 - a. 2 serving Headteachers at CE schools/academies (one primary and one secondary)
 - b. Up to 4 other Trustees with experience of other area of work with which the DBE is concerned including: finance, legal, HR, school improvement, charity trusteeship, school governorship, leadership or public relations.
- (i) Under 3. Diocesan Synod elected members
- a. These are nominated by Deanery Synods, reviewed by Bishop's Council and then elected by Diocesan Synod.
 - b. Such candidates must either reside or work or worship in the Diocese but need not themselves be members of the Diocesan Synod.
 - c. Any casual vacancy among the elected members (which expression includes the case where insufficient candidates have been nominated to fill the places available) shall be filled in such a manner as may be determined by the Diocesan Synod.

The following Local Authorities within the Diocese shall each be entitled to nominate one person to attend meetings of the Board on the Local Authority's behalf. These persons are not eligible to vote at such meetings and do not hold the position of Trustee or Member of the Charity:

1. The Council of the London Borough of Bexley
2. The Council of the London Borough of Bromley
3. Kent County Council and
4. Medway Council.

Decision making structure

Corporate priorities, the overall financial strategy for the Board, in accordance with its objects, are the responsibility of the Trustees as is their review and monitoring. Operational delivery of these priorities and strategies is delegated to the Director of Education.

The Board meets up to six times a year to conduct its business, approve policy and review the impact of its work. Much of the operational decision-making is delegated to a Finance and Resources Committee and a School Effectiveness Committee which both meet up to three times per year.

These sub-committees are a critical part of the Board's work and provide oversight and monitoring of the key areas of responsibility to ensure that the Diocesan Board of Education (DBE), as an independent, incorporated charitable company, remains compliant with legislation and the requirements of the Charity Commission.

The Trustees are assisted in their work by officers and the following two Committees.

1. Finance and Resources Committee
Meets up to three times per year and reviews and monitors the management and annual accounts, budget, investment performance, school building projects, reserves and risk management policies and external audit.
2. School Effectiveness Committee
Meets up to three times per year and monitors and reviews the performance of Church schools in terms of academic and Christian distinctiveness identifying those that are vulnerable.

INCORPORATED ROCHESTER DIOCESAN BOARD OF EDUCATION

ANNUAL REPORT

FOR THE YEAR ENDED 31 DECEMBER 2020

STRUCTURE AND GOVERNANCE (CONTINUED)

Decision making structure (continued)

Trustees are members of the Board and are selected as outlined on page 8. At the beginning of each triennium an induction meeting is arranged for Trustees led by the Director of Education to brief them on: their legal obligations under charity and company law, the Charity Commission guidance on public benefit, and inform them of the content of the Memorandum and Articles of Association, the committee and decision-making processes, the business plan and recent financial performance of the charity. During the Induction meeting Trustees meet key employees and other Trustees. Trustees are encouraged to attend appropriate external training events where these will facilitate the undertaking of their role.

Charity Governance Code

The Trustees have reviewed the Governance of the Charity in light of the Charity Governance Code which was published in 2017. The Trustees have formally adopted the Code from 1 January 2019.

Funds held as Custodian Trustee

The Board is custodian trustee of assets held on behalf of church schools and others who act as managing trustees. These assets are not aggregated in the financial statements as the Board does not control them and they are segregated from the Board's own assets by means of a separate accounting system. Further details of these assets, whose market value totalled £1,843,419 at 31 December 2020 (2019 - £1,818,131), are provided in notes 18 & 19.

Key management remuneration

The pay of the key management personnel, as detailed in note 9, and all staff are reviewed annually and normally increased in accordance with average earnings to reflect a cost of living adjustment. In view of the nature of the charity, the Trustees benchmark against pay levels in other charities. The remuneration benchmark is the mid-point of the range paid for similar roles in similar charities and sizes.

Funds held on behalf of church schools

The Board receives contributions from governors of church voluntary aided schools within the Diocese in connection with their major repair and capital projects and also government grants in connection with same. The Board administers these monies as managing agent and makes appropriate payments to consultants and contractors for work undertaken. These monies do not belong to the Board and therefore these receipts and payments are not treated as income and expenditure in the Statement of Financial Activities. Any monies held, or due at the balance sheet date are treated as debtors or creditors on the balance sheet, as shown in notes 12 and 13.

Total return

On 20 May 2019 the Trustees voted to exercise the power granted under section 104A(2) of the Charities Act 2011 and to adopt a total return approach to investments. The Total Return approach identifies those cumulative investment gains (known as the unapplied total return) which are available if necessary to offset any annual deficits of income (excluding unrealised investment gains) against expenditure not covered by other available reserves.

The date that the initial value of the Trust for Investment and the initial value of the unapplied total return were established was 31 December 1996

In order to identify the initial amounts of the trust for investment the Trustees have used the valuation of investments at 31 December 1996. The unapplied total return has been calculated from this point onwards by (a) an annual reduction for the inflationary increase in the initial Trust for Investment using CPI and (b) any annual deficits since 1996 not covered by other available reserves.

In 2020, there was a deficit of £288,703 which was partly covered by a transfer from Capital to Revenue, proving the total return approach to be bene

INCORPORATED ROCHESTER DIOCESAN BOARD OF EDUCATION

ANNUAL REPORT

FOR THE YEAR ENDED 31 DECEMBER 2020

TRUSTEES' RESPONSIBILITIES

The Trustees are responsible for preparing the Trustees' Report and the financial statements in accordance with applicable law and regulations.

Company law requires the Trustees to prepare financial statements for each financial period in accordance with United Kingdom Generally Accepted Accounting Practice (United Kingdom Accounting Standards) and applicable law.

Under company law the Trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the charitable company and of its net income for that period. In preparing these financial statements, the Trustees are required to:

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

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

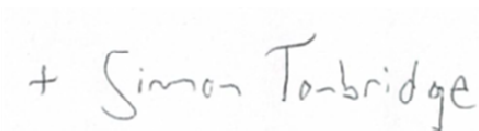
In determining how amounts are presented within items in the statement of financial activities and balance sheet, the Trustees have had regard to the substance of the reported transaction or arrangement, in accordance with generally accepted accounting principles or practice.

So far as each of the Trustees is aware at the time the report is approved:

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

The re-appointment of Crowe U.K. LLP as auditors will be proposed at the Annual General Meeting.

The Annual Report was approved by the Board on 8 June 2021 and signed on its behalf by

A handwritten signature in blue ink that reads "+ Simon Tonbridge". The signature is written in a cursive, slightly informal style.

The Rt. Rev. S. Burton - Jones
Chair of the Board

INCORPORATED ROCHESTER DIOCESAN BOARD OF EDUCATION

INDEPENDENT AUDITORS' REPORT TO THE TRUSTEES

Independent Auditor's Report to the Trustees of the Incorporated Rochester Diocesan Board of Education

Opinion

We have audited the financial statements of the Incorporated Rochester Diocesan Board of Education for the year ended 31 December 2020 which comprise the Statement of Financial Activities, the Balance Sheet and the notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 *The Financial Reporting Standard applicable in the UK and Republic of Ireland* (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 December 2020 and of the charitable company's net movement in funds, including the income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

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

Responsibilities of trustees for the financial statements

As explained more fully in the trustees' responsibilities statement [set out on page 10], the trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

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

Auditor's responsibilities for the audit of the financial statements

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

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

INCORPORATED ROCHESTER DIOCESAN BOARD OF EDUCATION

INDEPENDENT AUDITORS' REPORT TO THE TRUSTEES (CONTINUED)

Audit response to risks identified

Our procedures to respond to risks identified included the following:

- reviewing the financial statement disclosures and testing to supporting documentation to assess compliance with relevant laws and regulations discussed above;
- reading minutes of meetings of those charged with governance; and,
- in addressing the risk of fraud through management override of controls, testing the appropriateness of journal entries and other adjustments; assessing whether the judgements made in making accounting estimates are indicative of a potential bias; and evaluating the business rationale of any significant transactions that are unusual or outside the normal course of business.

We gained an understanding of the legal and regulatory framework applicable to the charity and the industry in which it operates, and considered the risk of acts by the charity which were contrary to applicable laws and regulations, including fraud.

We designed audit procedures to respond to the risk, recognising that the risk of not detecting a material misstatement due to fraud is higher than the risk of not detecting one resulting from error, as fraud may involve deliberate concealment by, for example, forgery, misrepresentations or through collusion.

We focused on laws and regulations that could give rise to a material misstatement in the charity's financial statements. Our tests included, but were not limited to:

- agreement of the financial statement disclosures to underlying supporting documentation;
- enquiries of management;
- review of minutes of Board meetings throughout the period; and
- considering the effectiveness of control environment

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

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the Directors' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the company's ability to continue as a going concern for twelve months from the date the Accounts are signed.

Other information

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

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

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

- the information given in the Trustees' Annual Report for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the Trustees' Annual Report has been prepared in accordance with applicable legal requirements.

INCORPORATED ROCHESTER DIOCESAN BOARD OF EDUCATION

INDEPENDENT AUDITORS' REPORT TO THE TRUSTEES (CONTINUED)

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the Trustees' Annual Report.

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

- adequate accounting records have not been kept by the charitable company; or
- the charitable company financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit; or
- the trustees were not entitled to prepare the financial statements in accordance with the small companies' regime and take advantage of the small companies' exemptions in preparing the trustees' report and from the requirement to prepare a strategic report.

Use of Our Report

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



Ian Weekes (Senior statutory auditor)

For and on behalf of

Crowe U.K. LLP

Statutory Auditors
Riverside House
40-46 High Street
Maidstone
Kent ME14 1JH

Date: 9 June 2021

INCORPORATED ROCHESTER DIOCESAN BOARD OF EDUCATION

STATEMENT OF FINANCIAL ACTIVITIES

FOR THE YEAR ENDED 31 DECEMBER 2020

	Notes	Unrestricted Funds Corporate Funds General £	Unrestricted Funds School Improvements £	Restricted Funds Consolidated Educational Income £	Endowment Funds Endowments Capital £	Total 2020 £	Total 2019 as restated £
INCOME FROM:							
Donations and legacies		-	-	-	-	-	-
Charitable activities	3	-	-	898	-	898	(2,216)
Other trading activities	4	9,532	-	-	-	9,532	32,635
Investments	6	47	5,936	875	168,545	175,404	171,799
Other income	7	-	-	-	-	-	1
Rents Receivable		-	-	-	8,681	8,681	8,681
Sale proceeds - Sevenoaks St John school land sale		-	-	-	20,000	20,000	-
TOTAL INCOME		9,579	5,936	1,773	197,226	214,515	210,900
EXPENDITURE ON:							
Charitable activities							
Schools' work	8	47	-	290,078	-	290,124	348,136
TOTAL EXPENDITURE		47	-	290,078	-	290,124	348,136
Net income/(expenditure) for the year before gains/losses on investments		9,532	5,936	(288,305)	197,226	(75,610)	(137,236)
Unrealised gains / (losses) on investments	11		11,683	-	339,574	351,257	831,573
Realised gains / (losses) on investment redemption	11	-	-	-	2,920	2,920	-
Net income/(expenditure) for the year		9,532	17,619	(288,305)	539,720	278,567	694,337
Transfers between funds	14	(9,532)	(15,468)	25,000		-	-
Transfers between funds - Total Unapplied Return	17			263,703	(263,703)	-	-
Net movement in funds		-	2,151	-	276,017	278,567	694,337
Fund balances brought forward as previously stated		-	192,564	-	5,817,918	6,010,482	5,341,780
Effect of prior year adjustment		-	25,700	-	-	25,700	(25,635)
		-	218,264	-	5,817,918	6,036,182	5,316,145
Fund balances carried forward		-	220,416	-	6,093,935	6,314,749	6,010,482

The above statement contains all the gains and losses recognised in the current and preceding year.

All income and expenditure relates to continuing operations.

The Companies Act 2006 requires a separate income and expenditure account to be prepared to exclude transactions relating to Endowment Funds. No such income and expenditure account has been included in these statements as the relevant exclusions from this Statement of Financial Activities are clearly shown above. These are: Endowment funds income £197,226 (2019 - £172,804).

The notes on pages 16 to 30 form part of these financial statements.

INCORPORATED ROCHESTER DIOCESAN BOARD OF EDUCATION

BALANCE SHEET - COMPANY NUMBER 46014

AS AT 31 DECEMBER 2020

		Unrestricted Funds	Unrestricted Funds	Restricted Funds	Endowment Funds		
		Corporate Funds General	School Improvements	Consolidated Educational Income	Endowments Capital	Total 2020	Total 2019 as restated
	Note	£	£	£	£	£	£
Fixed Assets							
Tangible Fixed Assets	10	-	-	10,007	220,385	230,392	241,259
Investments	11	51	198,206	-	5,847,927	6,046,184	5,761,852
		51	198,206	10,007	6,068,312	6,276,576	6,003,111
Current Assets							
Debtors	12	-	2,532	67,769	-	70,301	8,701
CBF Deposits		11,227	10,896	202,641	-	224,764	49,838
Sarasin Deposits		-	392	-	-	392	574
Bank Deposits		61,170	8,388	-	-	69,558	688
Cash at Bank - Current Account		-	-	25,000	-	25,000	(982)
Cash at Bank - Business Reserve		-	-	193,982	25,623	219,605	204,083
		72,397	22,208	489,392	25,623	609,620	262,902
Current Liabilities							
Bank overdraft		-	-	-	-	-	8,992
Creditors	13	72,448	-	499,399	-	571,847	246,539
		72,448	-	499,399	-	571,847	255,531
Net Current Assets / (Liabilities)		(51)	22,208	(10,007)	25,623	37,773	7,371
Total Assets Less Current Liabilities		-	220,414	-	6,093,935	6,314,349	6,010,482
Net Assets		-	220,414	-	6,093,935	6,314,349	6,010,482
Funds							
Unrestricted	17	-	220,414	-	-	220,414	192,564
Restricted	17	-	-	-	-	-	-
Endowment	17	-	-	-	6,093,935	6,093,935	5,817,918
		-	220,414	-	6,093,935	6,314,349	6,010,482

Approved and authorised for issue by the Board on 8 June 2021

+ Simon Tonbridge

The Rt. Rev. S. Burton - Jones
Chair of the Board

The notes on pages 16 to 30 form part of these financial statements.

INCORPORATED ROCHESTER DIOCESAN BOARD OF EDUCATION

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 DECEMBER 2020

1. ACCOUNTING POLICIES

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounting in accordance with the Financial Reporting Standard 102, the Statement of Recommended Practice for Charities (SORP 2015) (Second Edition, effective January 2019) and the Companies Act 2006.

The financial statements have been prepared under the historical cost convention with items recognised at cost or transaction value unless otherwise stated in the relevant accounting policy note.

In preparing the financial statements, the Trustees are required to make certain judgements and estimates. The key judgements and estimates are considered to be the valuation of investment property. The Trustees consider that the carrying value of the social investment property at £205,857 is a fair representation of the open market value of that property.

These accounts present the results of the Rochester Diocesan Board of Education and do not include the results of its subsidiary, the Diocesan Schools Agency Limited. The Trustees have taken the exemption under section 24.6 of FRS 102 SORP 2015 not to produce consolidated accounts on the basis that the total group income is less than £1million.

The charity constitutes a public benefit entity as defined by FRS 102.

Accounting standards require the Trustees to consider the appropriateness of the going concern basis when preparing the financial statements. The Trustees confirm they consider the going concern basis remains appropriate as the company has adequate resources to continue in operational existence for the foreseeable future. The Charitable Company has adequate financing facilities based on the Trustees' review and the current level of free reserves available.

a) Income

Donations and legacies are accounted for as soon as their amount and receipt are certain. In the case of donations this is usually when they are received. All other income is accounted for under the accruals concept.

b) Expenditure

Expenditure is accounted for under the accruals concept inclusive of VAT. VAT is included as it is not recoverable by the Charitable Company. Governance costs are those costs associated with constitutional and statutory requirements.

c) Investments

Investments are included in the balance sheet at Bid price apart from the investment in the subsidiary company which is included at cost. Realised gains or losses on sale of investments represent proceeds of sale less the appropriate proportion of the opening carrying value and are shown in the Statement of Financial Activities.

Unrealised gains or losses on revaluation of investments are shown in the Statement of Financial Activities.

d) Allocation of expenditure

Common, shared items of expenditure are apportioned to the different areas of work based on the number of employees within each area. The irrecoverable element of VAT is included with the items of expense to which it relates.

e) Funds

Restricted funds are funds subject to specific conditions imposed by the donor which are binding on the Trustees.

Unrestricted funds have no restrictions on their use.

Designated funds are a form of unrestricted fund, which has been allocated or designated for specific purposes by the Charitable Company itself. The use of designated funds for their designated purpose will remain at the discretion of the Trustees. Endowment funds are restricted funds whose income can be used to fund schools' work.

The Corporate Funds are unrestricted funds, the Income Fund of the Consolidated Educational Endowments is a restricted fund, the Capital Fund of the Consolidated Educational Endowments is an endowment fund and the School Improvements Fund is an unrestricted fund.

INCORPORATED ROCHESTER DIOCESAN BOARD OF EDUCATION

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 DECEMBER 2020

1. ACCOUNTING POLICIES (CONTINUED)

f) Depreciation

Depreciation is provided on all tangible fixed assets in use, other than freehold land, at rates calculated to write off the cost or valuation, less estimated residual value of the asset over its expected life, as follows:

Freehold Buildings	- No depreciation is provided as the residual value of the properties is such that any depreciation charge would be immaterial to the accounts.
Investment Property	- Investment Property is held at its open market value. Depreciation is not charged in accordance with FRS102.
Mobile Classrooms	- over 1 year.
Motor Vehicles	- over 4 years.

Assets with a cost of below £1,500 are not capitalised and are charged as an expense in the Statement of Financial Activities.

g) Pensions

The assets of the pension scheme are held separately from those of the Board and are invested with the Ecclesiastical Insurance Group under the supervision of the scheme Trustees. The Board's contribution to the scheme is charged to its income and expenditure as contributions are made, as disclosed in note 16.

h) Grants

Grants made by the Board are treated as expenditure when they are approved.

i) Liability recognition

Liabilities are recognised when an obligation arises to transfer economic benefits as a result of past transactions or events.

INCORPORATED ROCHESTER DIOCESAN BOARD OF EDUCATION

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2020

2. EDUCATION ACTS 1944 ,1973 AND 1996

The Consolidated Educational Endowments Funds emanate from the sale proceeds of former school buildings and from endowments of closed schools.

On 9 November 1994 the Board of Education passed a resolution under what is now Section 557 of the 1996 Act to adopt the uniform statutory trusts in respect of funds held under Section 86 schemes and Section 2 orders and to consolidate the funds and endowments as "The Diocese of Rochester Consolidated Educational Endowments".

3. CHARITABLE ACTIVITIES

	2020 £	2019 £
Consolidated Educational Endowments - Income		
Revenue grants	898	(2,216)
	<u>898</u>	<u>(2,216)</u>

4. OTHER TRADING ACTIVITIES

	2020 £	2019 £ as restated
Corporate Funds - General		
The Diocesan Schools Agency Ltd - distribution of profits to parent charity	2,532	25,635
Contribution to staff costs	<u>7,000</u>	<u>7,000</u>
	<u>9,532</u>	<u>32,635</u>

INCORPORATED ROCHESTER DIOCESAN BOARD OF EDUCATION

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2020

5. NET INCOME FROM TRADING ACTIVITIES OF SUBSIDIARY

	2020	2019
	£	£
Surplus on ordinary activities prior to contribution to charity	9,532	32,697
Amount to be transferred to charity	(2,532)	(25,697)
Contribution to staff costs	(7,000)	(7,000)
Retained surplus in subsidiary	-	-

6. INCOME FROM INVESTMENTS

	2020	2019
	£	£
Quoted Investments		
Corporate Funds - General		
CBF deposit interest	47	83
School Improvements		
Bank interest	2	20
Sarasin Income distribution	5,901	5,837
Sarasin Interest	2	4
CBF deposit interest	30	49
Sarasin Realised Gain	-	-
	5,936	5,910
Consolidated Educational Endowments - Capital		
CBF Investment Fund	99,194	94,754
Sarasin Income distribution	69,351	69,369
	168,545	164,123
Consolidated Educational Endowments - Income		
CBF deposit interest	392	724
Sarasin Interest	7	41
Bank interest	477	918
Rent Receivable		
	875	1,683
	175,404	171,799

The investment income relates to income generated from endowments to support the Charitable Company's work in schools.

INCORPORATED ROCHESTER DIOCESAN BOARD OF EDUCATION

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2020

7. OTHER INCOME

	2020	2019
	£	£
Consolidated Educational Endowments - Income		
Rent received - Ditton	-	1
Profit on sale of motor vehicle	-	-
Compensation company car	-	-
Total Other Income	<u>-</u>	<u>1</u>

8. ANALYSIS OF COSTS

		2020	2019
		Schools'	Schools'
		Work	Work
		£	£
Corporate Funds - General			
Staff charges - Costs	Direct	47	83
Consolidated Educational Endowments - Income			
Schools' festival	Direct	(973)	(106)
Staff charges - Costs	Direct	252,244	299,306
Depreciation - Motor vehicles	Support	10,867	10,867
Office costs	Support	22,090	31,536
Share of office expenses	Support	-	-
Equipment costs	Support	-	1,581
Office furniture expenses	Support	-	-
Audit costs - Pension Scheme	Support	-	-
Audit costs - Governance costs	Support	5,850	4,410
Legal costs	Support	-	460
		<u>290,078</u>	<u>348,053</u>

Included in the Schools Work costs is an amount of £5,850 for audit fees (2019- £4,410).
Total audit fees for the Charitable Company and its subsidiary amounted to £10,725

INCORPORATED ROCHESTER DIOCESAN BOARD OF EDUCATION

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2020

9. STAFF CHARGES

	2020 £	2019 £
Wages and salaries	182,152	178,809
Social security costs	20,916	20,932
Other pension costs	26,479	69,587
Pension administration costs	8,345	6,467
Seconded staff costs	1,500	6,875
Employee life cover costs	7,025	6,466
Additional support	-	227
Travelling and sundry expenses	5,874	10,026
	<u>252,291</u>	<u>299,389</u>
Corporate Funds - General		
Costs of activities in furtherance of the Charity's objects	-	-
Management and administration of the Charity	47	83
	<u>47</u>	<u>83</u>
Consolidated Educational Endowments - Income	<u>252,244</u>	<u>299,306</u>
Total	<u>252,291</u>	<u>299,389</u>

The average monthly number of employees was 4 (2019 - 4).

The numbers of staff whose emoluments (including taxable benefits in kind but excluding employer's pension contributions) amounted to more than £60,000 were as follows:

	2020 Number	2019 Number
£60,001 - £70,000	1	1
£70,001 - £80,000	-	-
£80,001 - £90,000	1	1

None of the Trustees received any remuneration in this or the previous year.
Amounts paid to Trustees for reimbursement of expenses totalled £nil (2019 - nil).

The number of Trustees accruing benefits under defined benefit pension schemes was nil (2019 - nil).

Remuneration of key management personnel

The cost to the organisation of remunerating Key Management Personnel was £222,073 (2019: £228,615)
Costs include gross pay, employer's pension, employer's NI, taxable benefits and contractors' payments.

In addition to the Trustees, key management personnel are deemed to be those having authority and responsibility, delegated to them by the Trustees for planning, directing and controlling the activities of the Diocesan Board of Education.

During 2020 they were:-

Director of Education	John Constanti
Deputy Director of Education	Virginia Corbyn

INCORPORATED ROCHESTER DIOCESAN BOARD OF EDUCATION

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2020

10. TANGIBLE FIXED ASSETS

	Freehold Property	Social Investment Property	Motor Vehicle	Mobile Classrooms	Total
	£	£	£	£	£
Cost or valuation					
At 1 January 2020	10,007	205,857	43,468	16	259,348
Additions	-	-	-	-	-
Disposals	-	-	-	-	-
At 31 December 2020	<u>10,007</u>	<u>205,857</u>	<u>43,468</u>	<u>16</u>	<u>259,348</u>
Depreciation					
At 1 January 2020	-	-	18,089	-	18,089
Charge for year	-	-	10,867	-	10,867
Disposals	-	-	-	-	-
At 31 December 2020	<u>-</u>	<u>-</u>	<u>28,956</u>	<u>-</u>	<u>28,956</u>
Net book values					
At 31 December 2020	<u>10,007</u>	<u>205,857</u>	<u>14,512</u>	<u>16</u>	<u>230,392</u>
At 31 December 2019	<u>10,007</u>	<u>205,857</u>	<u>25,379</u>	<u>16</u>	<u>241,259</u>

Mobile classrooms are written down on acquisition to a nominal value of £1 since they are considered to have no net realisable value to the Board.

The freehold property consists of one piece of land at a cost of £10,000 at the Bennett Memorial CE Secondary School and seven open schools which are included at a nominal value of £1 each which reflects the lack of realisable value of the schools to the Board.

The social investment property comprises additional accommodation purchased for Aylesford St Peter's CE Primary School at a cost of £205,857. The charity received quarterly rental income of £2,170 in respect of this property. No depreciation was charged in the year.

The social investment property is integral to the school, without which the school cannot operate and as such could not be sold without the school closing. The rental yield is approximately 4%. On this basis the Trustees consider £205,857 represents the fair value of the social investment property.

INCORPORATED ROCHESTER DIOCESAN BOARD OF EDUCATION

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2020

11. INVESTMENTS

	Cost 2020 £	Market Value 2020 £	Cost 2019 £	Market Value 2019 £
Quoted Investments				
CBF Investment Fund	796,477	3,554,034	776,477	3,305,793
Sarasin Endowments Fund Class A Inc - DBE	1,764,870	2,293,893	1,851,795	2,269,485
Sarasin Endowments Fund Class A Inc - School Imp.	150,260	198,206	150,260	186,523
	<u>2,711,607</u>	<u>6,046,133</u>	<u>2,778,532</u>	<u>5,761,801</u>
Unquoted Investments				
The Diocesan Schools Agency Ltd	-	51	-	51
	<u>-</u>	<u>6,046,184</u>	<u>-</u>	<u>5,761,852</u>
		2020		2019
		£		£
Brought forward at 1 January		5,761,801		4,721,801
Disposals		(89,845)		-
Additions		20,000		208,427
Unrealised gains / (losses)		351,257		831,573
Realised gains / (losses)		<u>2,920</u>		<u>-</u>
		<u>6,046,133</u>		<u>5,761,801</u>

All quoted investments are tier one investments.

The £51 unquoted investment relates to the cost of 100% of the issued ordinary share capital of the Diocesan Schools Agency Limited a company registered in England and Wales. It is a trading company which transfers all taxable profits to its holding company, this Charitable Company. The surplus on ordinary activities after taxation was £2,532 (2019 - £25,687). The aggregate of share capital and reserves was £200 (2019 - £25,887).

The CBF Investment Fund's share value will reflect fluctuations in share prices and currency exchange rates. The Fund includes tangible assets such as property. Any property within the Fund is valued by an external property valuer; any such valuations are a matter of opinion rather than fact.

The Sarasin Investment Fund's share value will reflect fluctuations in share prices and currency exchange rates. The Fund includes tangible assets such as property. Any property within the Fund is valued by an external property valuer; any such valuations are a matter of opinion rather than fact.

INCORPORATED ROCHESTER DIOCESAN BOARD OF EDUCATION

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2020

12. DEBTORS

	2020 £	2019 £ as restated
Consolidated Ed. Endowments - Income		
Other Debtors		
Diocesan Board of Finance	67,769	8,701
	<u>67,769</u>	<u>8,701</u>
Unrestricted Funds		
Amounts due from The Diocesan Schools' Agency Ltd	2,532	-
	<u>2,532</u>	<u>-</u>
	<u>70,301</u>	<u>8,701</u>

13. CREDITORS

	2020 £	2019 £
Consolidated Ed. Endowments - Income		
Other Creditors		
Department for Education	492,655	217,357
Contributions from Governors	5,461	24,653
Bequest for religious artefacts	103	102
Trust funds held on behalf of third parties	10	17
Audit fees	1,170	2,172
	<u>499,399</u>	<u>244,301</u>
Corporate Funds - General		
Other Creditors		
Diocesan Board of Finance	67,768	-
Accruals and deferred income		
Audit Fees	4,680	2,238
	<u>72,448</u>	<u>2,238</u>
	<u>571,847</u>	<u>246,539</u>

INCORPORATED ROCHESTER DIOCESAN BOARD OF EDUCATION

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2020

14. TRANSFERS BETWEEN FUNDS

The Consolidated Educational Endowments Income Fund incurred a deficit of £288,703, transfers from the School Improvement Fund (unrestricted) of £15,468, and the trading surplus and salary related costs of £9,532 within the Corporate Funds General (unrestricted) totalling £25,000. Also there was a transfer of £263,703 from capital to the income fund to cover the deficit on the restricted income fund in the year.

15. RELATED THIRD PARTY TRANSACTIONS

Employees of the Rochester Diocesan Board of Education are jointly employed by The Rochester Diocesan Society and Board of Finance 'RDBF'. The RDBF operates both a defined benefit pension arrangement and defined contribution pension schemes, shared HR, IT, communication and financial administration services. The RDBF charge an apportionment of office and administration expenses for the shared premises. Some Trustees of the Board of Education are appointed by the Deanery Synods.

During the year taxable profits of £2,532 (2019 £25,697) will be transferred from the Diocesan Schools Agency to the Incorporated Rochester Diocesan Board of Education. Note 12 details the amount outstanding as at 31 December 2020 and 2019. A £7,000 (2019 - £7,000) contribution towards staff costs was received from the Diocesan Schools Agency to the Incorporated Rochester Diocesan Board of Education.

At 31 December 2020 the RDBF held cash bank deposits on behalf of the RDBE totalling £61,170.

The Board of Education acts as a member with a limited liability of £10 for the following Multi Academy Trusts:- Aquinas, MAST Amadeus, Trinitas, Alethia, Pilgrim. Additionally the Rochester Diocesan Board of Education also appoints governors to Voluntary Aided and Voluntary Controlled Schools. The Diocesan Schools Agency provides services to the Multi Academy Trusts, Voluntary Aided and Voluntary Controlled Schools at an arms-length basis at the discretion of the schools.

As at the 31 December 2020 the following was owed in respect of related parties

- a. £5,461 owed to Church school governing bodies (see note 13 Creditors - contributions from Governors)
- b. £67,768 was owed to the Diocesan Board of Finance and
- c. £67,769 was owed by the Diocesan Board of Finance.

16. PENSION SCHEME

Staff Defined Benefit Scheme

The Rochester Diocesan Society and Board of Finance 'RDBF' operates a defined benefit pension arrangement called the Rochester Diocesan Staff Retirement Benefit Scheme '(the Scheme)'. 1 member of staff employed by the Board is included within this scheme. The Scheme provides benefits based on final salary and length of service on retirement, leaving service or death. The following disclosures exclude any allowance for defined contribution schemes operated by the Employer. No allowance has been made for discretionary benefits. Board of Education staff are jointly employed by the RDBF and RDBE.

The Scheme is subject to the Statutory Funding Objective under the Pensions Act 2004. A valuation of the Scheme is carried out at least once every three years to determine whether the Statutory Funding Objective is met. As part of the process the Employer must agree with the Trustees of the Scheme the contributions to be paid to address any shortfall against the Statutory Funding Objective and contributions to pay for the future accrual of benefits.

The most recent comprehensive actuarial valuation of the Scheme is being carried out as at 31 March 2018. The initial results of that valuation were updated by an independent qualified actuary to 31 December 2018 allowing for cashflows in and out of the Scheme and changes to assumptions over the period.

The Board are not a named legal party to the Scheme and the deficits are included within the RDBF annual accounts. The funding arrangements for this scheme are set out in the RDBF financial statements, the Board's proportion cannot be identified and therefore no further details of deficits are included within these accounts apart from the annual contributions made by the Board to the Scheme which in 2020 totalled £21,490 (2019 - £64,329).

Defined Contribution Scheme

A defined contribution scheme is operated. Amounts payable in the year amounted to £4,989 in 2020 (2019 - £5,258).

INCORPORATED ROCHESTER DIOCESAN BOARD OF EDUCATION

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2020

17. ANALYSIS OF FUNDS

1. Analysis of movements in Funds

	Unrestricted Funds	Unrestricted Funds	Restricted Funds	Endowment Funds	Total 2020	Total 2019
	Corporate Funds General £	School Improvements £	Consolidated Educational Income £	Endowment Capital £		as restated £
Balance at 1 January 2020 as previously stated	-	192,564	-	5,817,918	6,010,482	5,341,780
Effect of prior year adjustment	-	25,700	-	-	25,700	(25,635)
	-	218,264	-	5,817,918	6,036,182	5,316,145
Income in the year	9,579	5,935	1,375	197,226	214,115	210,900
Expenditure in the year	(47)	-	(290,078)	-	(290,125)	(348,136)
Movements on investments	-	11,683	-	342,494	354,177	831,573
Transfers between funds	(9,532)	(15,468)	288,703	(263,703)	-	-
Balance at 31 December 2020	-	220,414	-	6,093,935	6,314,349	6,010,482

In preparing these financial statements the company has adopted the amendments to FRS102 as set out in the triennial review 2017 amendments published in December 2017. The Gift Aid payment due from the subsidiary is no longer accrued for in the year and in line with the guidance in SORP Information Sheet 2 a prior year adjustment has been presented to correct the comparative figures. The income is now recognised on receipt.

2. Total Return Approach to investment of permanent endowment

	Trust for investment	Unapplied total return	Total 2020
At 1 January 2020			
Gift component of the permanent endowment	3,622,252	-	3,622,252
Unapplied total return	-	2,195,666	2,195,666
Total	3,622,252	2,195,666	5,817,918
Movements in the reporting period			
Gift of endowment funds - Sevenoaks St John's CE Primary school land disposal	20,000	-	20,000
Recoupment of trust for investment	-	-	-
Allocation from trust for investment	-	-	-
Transfer to trust for investment - indexation	42,743	(42,743)	-
Investment return: dividends and interest	-	177,226	177,226
Investment return: realised and unrealised gains and (losses)	-	342,494	342,494
Less: investment management costs	-	-	-
Total	62,743	476,977	539,720
Unapplied total return allocated to income in the reporting period		(263,703)	(263,703)
Net movement in the reporting period:	62,743	213,274	276,017
Gift component of the permanent endowment	3,684,995	-	3,684,995
Unapplied total return	-	2,408,940	2,408,940
Total at 31 December 2020	3,684,995	2,408,940	6,093,935

3. Analysis of net assets between Funds

	Tangible Fixed Assets £	Fixed Asset Investments £	Net Current Assets £	Total 2020 £	Total 2019 £
Restricted Funds					
Consolidated Educational Endowments - Income	10,007	-	(10,007)	-	-
Endowment Funds					
Consolidated Educational Endowments - Capital	220,385	5,847,927	25,623	6,093,935	5,817,918
Unrestricted Funds					
Corporate Funds - General	-	51	(51)	-	-
School Improvement Fund	-	198,206	22,208	220,414	192,564
	230,392	6,046,184	37,773	6,314,349	6,010,482

INCORPORATED ROCHESTER DIOCESAN BOARD OF EDUCATION

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2020

18. TRUSTEESHIPS

The Board of Education act as Trustees for the following Church of England Schools within the Diocese.

Belvedere Trinity CE Secondary School	Leybourne St Peter and St Paul CE Primary School
Belvedere St Augustine's of Canterbury CE Primary School	Northfleet St Botolph CE Primary School
Bennett Memorial Diocesan CE Secondary School	Penge St John CE Primary School
Bredhurst CE Primary School	Pilgrim CE Primary School
Broadwater Down St Mark CE Primary School	Platt CE Primary School
Bromley Bishop Justus CE Secondary School	Rainham St Margaret CE Primary School
Bromley St Mark CE Primary School	Rusthall St Paul CE Primary School
Bromley Parish CE Primary School	Seal CE Primary School
Burham CE Primary School	Sevenoaks St John CE Primary School
Chatham St John CE Infants School	Shorne CE Primary School
Chiddingstone CE Primary School	Snodland CE Primary School
Chislehurst St Nicholas CE Primary School	Southborough CE Primary School
Cliffe St Helen CE Primary School	St Paul's Cray CE Primary School
Crayford St Paulinus CE Primary School	St Mary's Island CE Primary School
Dartford Holy Trinity CE Primary School	Stone St Mary's CE Primary School
Ditton CE Primary School	Strood St Nicholas CE Primary School
Erith Christchurch CE Primary School	Sundridge & Brasted CE Primary School
Falconwood Bishop Ridley CE Primary School	Sutton at Hone CE Primary School
Grain St James CE Primary School	Swanley St Paul CE Primary School
Gravesend Holy Trinity CE Primary School	Swanley St Mary CE Primary School
Gravesend St George's CE Secondary School	Troy Town St Margaret CE Primary School
Hever CE Primary School	Trottiscliffe CE Primary School
High Brooms St Matthew CE Primary School	Tunbridge Wells St James CE Infants School
Horton Kirby CE Primary School	Tunbridge Wells St James CE Junior School
Hunton CE Primary School	Tunbridge Wells St Marks CE Primary School
Ide Hill CE Primary School	Tunbridge Wells St Peters CE Primary School
Keston CE Primary School	Wateringbury CE Primary School
Knockholt St Katharines CE Primary School	West Kingsdown St Edmund's CE Primary School
Lamorbey Holy Trinity CE Primary School	West Malling CE Primary School
Lamberhurst St Mary's CE Primary School	Westerham Churchill CE Primary School
Langafel CE Primary School	Wrotham St George CE Primary School

19. TRUST FUNDS

At the year end the charitable company held, in separate deposit accounts, £1,843,419 (2019 - £1,818,131) on behalf of a number of Church of England schools.

	£
At 31 December 2019	1,818,131
New money received	4
Purchase of investments	-
Sale of investments	-
Interest and dividends received	15,603
Rentals received	-
Withdrawals in respect of sundry grants	(13,526)
Investment gain / (loss)	23,207
At 31 December 2020	1,843,419

INCORPORATED ROCHESTER DIOCESAN BOARD OF EDUCATION

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2020

20. COMPARATIVE ANALYSIS OF FUNDS 2019

1. Analysis of movements in Funds

	Unrestricted Funds	Unrestricted Funds	Restricted Funds	Endowment Funds	Total 2019
	Corporate Funds General £	School Improvements £	Consolidated Educational Income £	Endowment Capital £	as restated £
Balance at 1 January 2019	-	239,435	-	5,102,345	5,341,780
Effect of prior year adjustment	(25,635)				(25,635)
Income in the year (as restated)	32,718	5,910	(532)	172,804	210,900
Expenditure in the year	(83)	-	(348,053)	-	(348,136)
Movements on investments	-	25,219	-	806,354	831,573
Transfers between funds	(7,000)	(78,000)	348,585	(263,585)	-
Balance at 31 December 2019 (as restated)	-	192,564	-	5,817,918	6,010,482

2. Analysis of net assets between Funds

	Tangible Fixed Assets £	Fixed Asset Investments £	Net Current Assets £ as restated	Total 2019 £ as restated
Restricted Funds				
Consolidated Educational Endowments - Income	10,007	-	(10,007)	-
Endowment Funds				
Consolidated Educational Endowments - Capital	231,252	5,575,278	11,388	5,817,918
Unrestricted Funds				
Corporate Funds - General (as restated)	-	51	(51)	-
School Improvement Fund	-	186,523	6,041	192,564
	241,259	5,761,852	7,371	6,010,482

INCORPORATED ROCHESTER DIOCESAN BOARD OF EDUCATION

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2020

21. COMPARATIVE STATEMENT OF FINANCIAL ACTIVITIES 2019 (AS RESTATED)

	Unrestricted Funds Corporate Funds General £	Unrestricted Funds School Improvements £	Restricted Funds Consolidated Educational Income £	Endowment Funds Endowments Capital £	Total 2019 £
INCOME FROM:					
Donations and legacies	-	-	-	-	-
Charitable activities	-	-	(2,216)	-	(2,216)
Other trading activities	32,635	-	-	-	32,635
Investments	83	5,910	1,683	164,123	171,799
Other income	-	-	1	-	1
Rents Receivable	-	-	-	8,681	8,681
TOTAL INCOME	32,718	5,910	(532)	172,804	210,900
EXPENDITURE ON:					
Charitable activities					
Schools' work	83	-	348,053	-	348,136
TOTAL EXPENDITURE	83	-	348,053	-	348,136
Net income/(expenditure) for the year before gains/losses on investments	32,635	5,910	(348,585)	172,804	(137,236)
Unrealised gains / (losses) on investments	-	25,219	-	806,354	831,573
Realised gains / (losses) on investment redemption	-	-	-	-	-
Net income/(expenditure) for the year	32,635	31,129	(348,585)	979,158	694,337
Transfers between funds	(7,000)	(78,000)	85,000	-	-
Transfers between funds - Total Unapplied Return	-	-	263,585	(263,585)	-
Net movement in funds	25,635	(46,871)	-	715,573	694,337
Fund balances brought forward as previously stated	-	239,435	-	5,102,345	5,341,780
Effect of prior year restatement	(25,635)				(25,635)
Fund balances carried forward	-	192,564	-	5,817,918	6,010,482

INCORPORATED ROCHESTER DIOCESAN BOARD OF EDUCATION

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2020

22. COMPARATIVE BALANCE SHEET AT 31 DECEMBER 2019 (as restated)

	Unrestricted Funds	Unrestricted Funds	Restricted Funds	Endowment Funds	
	Corporate Funds General £	School Improvements £	Consolidated Educational Income £	Endowments Capital £	Total 2019 £
Fixed Assets					
Tangible Fixed Assets	-	-	10,007	231,252	241,259
Investments	51	186,523	-	5,575,278	5,761,852
	51	186,523	10,007	5,806,530	6,003,111
Current Assets					
Debtors	-	-	-	8,701	8,701
CBF Deposits	11,179	4,962	33,697	-	49,838
Sarasin Deposits	-	391	183	-	574
Bank Deposits	-	688	-	-	688
Cash at Bank - Current Account	-	-	(982)	-	(982)
Cash at Bank - Business Reserve	-	-	201,396	2,687	204,083
	11,179	6,041	234,294	11,388	262,902
Current Liabilities					
Bank overdraft	8,992	-	-	-	8,992
Creditors	2,238	-	244,301	-	246,539
	11,230	-	244,301	-	255,531
Net Current Assets / (Liabilities)	(51)	6,041	(10,007)	11,388	7,371
Total Assets Less Current Liabilities	-	192,564	-	5,817,918	6,010,482
Net Assets	-	192,564	-	5,817,918	6,010,482
Funds					
Unrestricted	-	192,564	-	-	192,564
Restricted	-	-	-	-	-
Endowment	-	-	-	5,817,918	5,817,918
	-	192,564	-	5,817,918	6,010,482

INCORPORATED ROCHESTER DIOCESAN BOARD OF EDUCATION

ANNUAL REPORT

FOR THE YEAR ENDED 31 DECEMBER 2020

STRUCTURE AND GOVERNANCE (CONTINUED)

Decision making structure (continued)

Trustees are members of the Board and are selected as outlined on page 8. At the beginning of each triennium an induction meeting is arranged for Trustees led by the Director of Education to brief them on: their legal obligations under charity and company law, the Charity Commission guidance on public benefit, and inform them of the content of the Memorandum and Articles of Association, the committee and decision-making processes, the business plan and recent financial performance of the charity. During the Induction meeting Trustees meet key employees and other Trustees. Trustees are encouraged to attend appropriate external training events where these will facilitate the undertaking of their role.

Charity Governance Code

The Trustees have reviewed the Governance of the Charity in light of the Charity Governance Code which was published in 2017. The Trustees have formally adopted the Code from 1 January 2019.

Funds held as Custodian Trustee

The Board is custodian trustee of assets held on behalf of church schools and others who act as managing trustees. These assets are not aggregated in the financial statements as the Board does not control them and they are segregated from the Board's own assets by means of a separate accounting system. Further details of these assets, whose market value totalled £1,843,419 at 31 December 2020 (2019 - £1,818,131), are provided in notes 18 & 19.

Key management remuneration

The pay of the key management personnel, as detailed in note 9, and all staff are reviewed annually and normally increased in accordance with average earnings to reflect a cost of living adjustment. In view of the nature of the charity, the Trustees benchmark against pay levels in other charities. The remuneration benchmark is the mid-point of the range paid for similar roles in similar charities and sizes.

Funds held on behalf of church schools

The Board receives contributions from governors of church voluntary aided schools within the Diocese in connection with their major repair and capital projects and also government grants in connection with same. The Board administers these monies as managing agent and makes appropriate payments to consultants and contractors for work undertaken. These monies do not belong to the Board and therefore these receipts and payments are not treated as income and expenditure in the Statement of Financial Activities. Any monies held, or due at the balance sheet date are treated as debtors or creditors on the balance sheet, as shown in notes 12 and 13.

Total return

On 20 May 2019 the Trustees voted to exercise the power granted under section 104A(2) of the Charities Act 2011 and to adopt a total return approach to investments. The Total Return approach identifies those cumulative investment gains (known as the unapplied total return) which are available if necessary to offset any annual deficits of income (excluding unrealised investment gains) against expenditure not covered by other available reserves.

The date that the initial value of the Trust for Investment and the initial value of the unapplied total return were established was 31 December 1996. In order to identify the initial amounts of the trust for investment the Trustees have used the valuation of investments at 31 December 1996. The unapplied total return has been calculated from this point onwards by (a) an annual reduction for the inflationary increase in the initial Trust for Investment using CPI and (b) any annual deficits since 1996 not covered by other available reserves.

In 2020, there was a deficit of £288,703 which was partly covered by a transfer from Capital to Revenue, proving the total return approach to be