

Charity Registration No. 1059195

Company Registration No. 00464306 (England and Wales)

SALISBURY DIOCESAN BOARD OF EDUCATION (THE)
(A COMPANY LIMITED BY GUARANTEE)
ANNUAL REPORT AND FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2024

**SALISBURY DIOCESAN BOARD OF EDUCATION (THE)
(A COMPANY LIMITED BY GUARANTEE)
REFERENCE AND ADMINISTRATIVE DETAILS OF THE CHARITY
YEAR ENDED 31 MARCH 2024**

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**SALISBURY DIOCESAN BOARD OF EDUCATION (THE)
(A COMPANY LIMITED BY GUARANTEE)
REFERENCE AND ADMINISTRATIVE DETAILS OF THE CHARITY
YEAR ENDED 31 MARCH 2024**

Trustees and members	The Venerable A C MacRow-Wood - Chair Reverend R Ayer-Harris (resigned 25 September 2024) Mrs A L Aze Mr A J Brown Mr T Farrer (resigned 1 May 2024) Mr N Harrison Mrs L Henderson (appointed 4 July 2024) Reverend M Lee (appointed 21 January 2024) Mr N Rees - Vice Chair Mr I K Robinson Canon J Triffitt (resigned 30 November 2023) Reverend L Ellis (co-opted on 3 October 2024)
Secretary	Mr G Pugh
Diocesan Director of Education	Canon J Tubbs (resigned 1 September 2023) Mrs K Fitzsimmons (appointed 1 September 2023)
Charity number	1059195
Company number	00464306
Registered office	The Diocesan Education Centre The Avenue Wilton Salisbury Wiltshire
Auditor	Moore (South) LLP 33 The Clarendon Centre Salisbury Business Park Dairy Meadow Lane Salisbury Wiltshire
Bankers	Lloyds Bank PLC 38 Blue Boar Row Salisbury Wiltshire SP1 1DB
Solicitors	Parker Bullen LLP 45 Castle Street Salisbury Wiltshire SP1 3SS
Investment Manager	CCLA Investment Management Ltd 80 Cheapside London

SALISBURY DIOCESAN BOARD OF EDUCATION (THE) (A COMPANY LIMITED BY GUARANTEE) TRUSTEES REPORT

FOR THE YEAR ENDED 31 MARCH 2024

The trustees (who are also directors of the charity for the purposes of the Companies Act) present their annual report together with the audited financial statements of Salisbury Diocesan Board of Education (the Charity and the Group) for the year ended 31 March 2024. The financial statements have been prepared in accordance with the accounting policies set out in note 1 to the financial statements and comply with the charity's governing document, the Companies Act 2006 and "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019)".

Since the Charity and the Group qualifies as small under section 383, the strategic report required of medium and large companies under The Companies Act 2006 (Strategic Report and Directors' Report) Regulations 2013 is not required.

Strategic Objectives

Objectives and activities

The Board's principal objects are to:

- Promote and assist in the promotion of education in the Diocese that is consistent with the faith and practice of the Church of England.
- Promote and assist in the promotion of religious education and religious worship in schools in the Diocese.
- Promote and assist in the promotion of Church schools in the Diocese.
- Promote co-operation between itself and other persons concerned with education in the Diocese.
- Promote and encourage the Christian nature of children and young people within the parishes of the Diocese.

The Board lives out the diocesan vision of 'Making Jesus Known'.

The flourishing of church schools, Academy Trusts and the children and young people they cherish is at the heart of the Salisbury Diocesan Board of Education's reason for being. The SDBE journeys alongside schools and communities; through courageous Christian leadership and governance of education and church culture and through astute stewardship, we work to empower Christian flourishing in church schools, trusts and the parishes they serve.

The Board also acts as trustee of the Uniform Statutory Trusts (USTs), which form its restricted fund for the improvement of the fabric of church school buildings and educational purposes. The Board is also the trustee of a number of educational Trusts as well as acting as custodian trustee.

Under the terms of the Education Act 1993, the UST funds may be applied towards the purchase of a site for, or the erection, improvement, enlargement or maintenance of any church school or church school's teacher's house in the Diocese (restricted capital account) or educational purposes (restricted income account). The income derived from the restricted capital account fund may also be used for the provision of advice and resources in connection with the management of education provided at the schools.

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Achievements and performance

Review of activities

As at the 31/3/24 there were 191 Church Schools in the Diocese of Salisbury serving 42,000 children of which 9 are secondary and 4 middle schools. In total, 123 schools are academies with 116 within a multi-academy trust (MAT) and 7 single academy trusts. This will continue to increase with an additional 7 having permission to convert to academies in the summer term 2024. 28 of the academies are within the Diocese of Salisbury Academy Trust (DSAT).

One school (Shalbourne CE Primary) closed in April 2024 due to a fall in pupil numbers. In addition to the 7 already in receipt of permission to join a MAT, a further 12 schools are expected to have received this by the end of 2024. This will bring the total number of schools in MATs up to 135 out of 190 (71% of all schools).

This is the first year of a new 5-year strategy, the SDBE strategic plan 2023-2028, approved by Trust Board in July 2023; this plan expresses our vision in the words of the diocesan vision, Making Jesus Known, and our purpose to enable the flourishing of church schools, Academy Trusts and the children and young people they cherish. The new plan reflects the maturity of the Board of Education and a strategic vision that being present, we will show compassion, speak truth, and offer hope. Underpinning these objects and the strategic vision, are work streams under three core bold aims for courageous leadership and governance of church and education culture, for empowering Christian flourishing and for astute stewardship.

On the 1st September 2023 Katie Fitzsimmons took up post as the new CEO/Director of Education, following the retirement of Joy Tubbs. Leading a team of 14 staff (12 FTE) each utterly committed to the full flourishing of Trusts, schools, children and young people and the communities to which they belong – Making Jesus Known.

Bishop Stephen has led on the new diocesan vision and we celebrate the diocese's commitment to become a diocese highly valued for church and school partnerships, maximising the missional opportunities that sit at the interface between church, Trust, school, and households and enabling children and young people to express their voice and their agency to lead change in the church and in society. To better maximise the experience and strengths of the Children and Young People team, the team joined, in April 2023, the Salisbury Diocesan Board of Finance (SDBF) to integrate their work deeply within diocesan mission and ministry. Bishop Stephen has become a frequent guest of academy trusts and church schools.

In July 2023 we welcomed the SDBF to join us at Emmaus House (the new name for the Diocesan Education Centre) following the closure and sale of Church House. In return for investment at Emmaus House to allow expansion of the building and reconfiguration to meet the needs of the SDBF a proportion of the ownership of the building will be transferred to the SDBF in 2024/25. This means that the SDBE, SDBF and DSAT central team are all now based in one building. This has already enabled further collaboration and closer working at all levels of each organisation.

In summarising the year, we draw attention to key strands which have been crucial to the on-going development of the SDBE and our ability to fulfil our mission, and vision:

Programme for Church School Flourishing: The Programme for Church School Flourishing (PCSF) continues to grow and positively impact Trusts across the Diocese. March 2024 marks two years of delivery with 13 Trusts working within the PCSF through three cohorts of enrolments. This equates to over 100 church schools empowered and over 50 leaders equipped, through the SDBE led training, to further enable the flourishing of pupils, adults and families within the communities they serve. Quality Assurance (QA) visits have evolved and developed, bringing together compliance and opportunities for professional growth. The QA visits completed indicate that Trusts have refined and developed recruitment practices and those that have recruited a headteacher have held the SDBE expectations and honoured church school distinctiveness throughout the process. Further QA visits have indicated growth and development of RE planning and provision and church school visits have been carried out with care, challenge, and clarity. Feedback has been positive, with a recent SIAMS report stating: 'The school and trust work in close partnership with the diocese. The innovative, diocesan led 'Programme for Church School Flourishing' has promoted purposeful support and monitoring.' We started the PCSF journey with the intended outcomes of enriching and deepening the expertise of school trusts and providing a sustainable and rigorous heart to the partnership between school trust and SDBE; it is evident that this ambition is being realised. In addition to these successes, much has been learned by the SDBE leaders involved in delivery and continual reflection on, and reshaping of, the programme will take place to ensure that future relevance, sustainability, and impact of SDBE PCSF will be accomplished.

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Following regional sharing of the SDBE PCSF, the SDBE team developed a delivery model that would train DBE teams and Trusts across the Southwest of England. In September 2023, the PCSF SW was launched with five DBE teams and 12 Trusts participating. In July 2024, a day of learning and celebration will bring together trainees from Truro, Exeter, Bath and Wells, Bristol, and Gloucester Dioceses to reflect on the impact and potential of the programme.

Foundation Governance: We continue to proactively provide foundation governance support which encompassed work with local authority-maintained schools, governing bodies and academy committee constituents, Trustees and Members in Trusts. Our work included assisting with and confirming appointments, providing ongoing support and guidance, and leading training. This saw our officers attending governance meetings, supporting trust boards and advocating wherever needed.

This year has seen over a hundred and forty governance appointments across all levels, yet still Foundation appointed vacancies running at about 25% across all role types (which is down slightly from 2022/23). It is an ongoing piece of work with schools and trusts to support how they recruit into these positions, as well as offering training and broad support. This work is also linked to the PCSF, ensuring that our trusts are equipped to support governance rooted in its Christian foundation at every level. In all but one Trust that includes a church school, the SDBE is a Corporate Member and appoints representatives to attend Members meeting and interact accordingly throughout the year. Half of these representative roles are currently held directly by officers of SDBE which further facilitates another layer of SDBE improvement work within these Trusts.

Support for SIAMS: Since April 2023 the significant SIAMS focus has been supporting schools and Trusts to transition positively to the new framework and ensure the heightened expectations of the new framework: the requirements of a deeply rooted theological vision, a vision shaped curriculum with intrinsic spiritual development, collective worship that enables adults and pupils to spiritually flourish and an effective RE curriculum are understood and planned. An ambitious list of 45 SDBE SIAMS inspections was published in May 2023 ensuring schools could take relevant action to prepare for the new framework. The SDBE SIAMS leader delivered a programme of in-person training during the summer term 2023 to support schools with their transitional work. Further virtual and in-person SIAMS CPD was offered in the Autumn and Spring term. Schools on the published list for inspection were prioritised by SDBE School Improvement Advisers (SIAs) when arranging school visits. In addition to school level training, new framework training was provided to the Trust Leaders for Church School Flourishing and embedded into the training for Trust RE and Collective Worship Faculty leaders. Up to Easter 2023, 32 SIAMS inspections had been carried out in our Diocese and all schools inspected were judged to be living up to their Church school foundations and enabling pupils and adults to flourish.

Schools Causing Concern: There has been a further reduction in the number of Schools Causing Concern (SCC) and schools have found solutions more quickly due to the swift and agile response using the SCC strategy. DfE funded Trust School Improvement support has been accessed for schools by using the SDBE's detailed knowledge of schools to help schools qualify under the exceptional circumstances criteria, resulting in more schools working alongside Trusts. Governing bodies have been supported resulting in them having ownership of the future of the school when DfE intervention powers have been applied. Bespoke support has been targeted to trusts within the reviewed Trust Support Strategy, with members and trustees being given clear, bold recommendations for moving forward, with the impact being that significant concerns have been mitigated.

Religious Education and Collective Worship: In addition to the adviser meetings in PSA subscribed schools, where RE is always on the agenda, the SDBE has continued to run training for RE subject leaders, which is delivered through online courses, and an in-person moderation session. The HLPs (Hub Lead Practitioners) lead RE Network hubs of strong practice to support schools in local areas. We have also run the fourth annual virtual RE Conference. This year 79 delegates attended, and typical feedback was, "It was very well organised and run! All the links were shared in advance, resources available on Thinkific and up-to-date and very interesting presenters. Thank you!" The DBE is embedding the RE Strategy Document which sets out how we liaise with stakeholders including the LA in order to secure the best possible provision for the delivery of high-quality RE in every school. The SDBE SIA is a member of the three SACRES (Standing Advisory Councils for RE) that advise Local Authorities. In this role we have had a strong, well-respected voice into the creation of the Locally Agreed Syllabuses for BCP (launched this year), Dorset (being written this year and launched in Jan 2025) and Wiltshire (ongoing review this year with writing beginning next year). We also support the CPD that they offer in collaboration with Bristol Diocese.

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The RE and Collective Worship Faculty Leaders (RECWFL) role in the Programme for Church School Flourishing (PCSF) has been building well. In Salisbury, Cohort 2 training is complete and 15 RECWFLs are now working within 6 trusts. Quality Assurance of their work is clearly showing impact as they evaluate the strengths and areas of development of all the schools in the trust. With SDBE support they are developing trust-based expertise and training. The PCSF work in the Southwest included training of RECWFLs in up to 3 Trusts in each of 5 dioceses.

The SDBE continues to support schools' delivery of collective worship (CW), ensuring it is invitational, inclusive and inspiring. All courses are open to CW leaders in schools and clergy are also able to book. We repeated a pupil leadership course aimed at young people to develop spiritually and to be confident leaders of worship and this was well-attended. Six schools shared their work across two sessions. In order to support schools in deepening their understanding of and provision for pupils' spirituality in line with the new SIAMS framework, bespoke CPD has been led for trusts by SIAs and a central SDBE course on 'Spirituality across the curriculum' was well attended and a delegate reflected: "Using prayer spaces and implementing the idea of weaving spirituality (analogy to golden thread was nice) into curriculum. Great examples given - especially in morning section! Great to actually trial some of the activities."

Our SDBE advisor also led a working party in Wiltshire SACRE to create a Collective Worship Guide for Community Schools - launched in May 2024. In March 2024, the advisor presented on this work at the southwest conference for SACRES and will support Dorset SACRE in this context in 2024-25 academic year.

Each of these elements helps SDBE play its part in ensuring those leading Collective Worship have confidence and that RE is of high quality for young people in all schools, not just CE schools.

Leavers' Services; Summer 2023 services were the first of a new approach to this event. A collaborative project with colleagues working in the CYP/Growing Faith group in Mission and Ministry resulted in the creation of a reflection trail around the cathedral linked to the theme of 'light'. This was then followed by a service including a play and prayers involving children which had been enabled by Rise Theatre. 1600 pupils took part over 3 days which included one DSAT day enabling the trust to have all their schools present. Typical pupil feedback included: "I enjoyed getting the chance to look around as I've never been before. I wished we had longer."

Partnership Service Agreement; Our delivery of support to schools continues to evolve; this is in recognition of the growing number of schools who are moving into Multi Academy Trusts who are equipped, through the PCSF, to support their church schools. The PSA offer remains stable in content; a vision-based visit, offer of Spiritual development, RE and CW training, offer of Foundation Governance training and induction of new headteachers. Additionally, subscribing to the PSA entitles the school to various discounted rates, including to additional training. The PCSF training equips Trusts to fulfil the PSA package of support to their schools. As a result of the shift to a majority Multi Academy Trust landscape fewer individual schools subscribed to the SDBE Partnership Service Agreement (PSA) in 2022/23 and fewer still in 2023/24. However, the actual numbers of schools receiving SDBE support through the PSA or PCSF remains stable at approximately 90% (2022-23: 91% of schools and 89% in 2023-24). This slight reduction reflects schools that subscribe bi-annually or who have notified the SDBE that budget constraints will not enable a 2023-24 subscription.

Recruiting and inducting headteachers; Headteacher recruitment continues to be challenging for all schools across the Diocese, with fewer candidates applying and a reduced number of suitably equipped candidates being shortlisted. The SDBE has supported 18 recruitment processes and Trusts, through their Champion for Church School Recruitment leaders, have supported a further 11 HT recruitment processes. 24 new headteachers have commenced roles between April in 2023 and March 2024. One highly impactful development this year has been the introduction of a Headteacher Commissioning service hosted by Bishop Stephen at South Canonry. At these events 7 new Headteacher were commissioned in Spring 2023, a further 17 between June 2023 and April 2024 and approximately 12 more are expected to join in June 2024. As part of the post-covid catch-up, these numbers reflect Headteachers who were appointed in the previous 3 years. Moving forward this opportunity will be solely for newly appointed Headteachers and as such numbers will decrease slightly.

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Pastoral Support: The SDBE team, from advisors, to the Education Services Team, to the leadership team, offer ongoing and available pastoral support to our schools. This can take the form of information sharing via email or phone calls, practical support for buildings issues and inspection support. This has meant both turning up to help clear up after a fire and arranging to visit following a tragic incident. The whole team is committed to supporting our schools which is valued by school leaders, those who volunteer in governance at all levels, and trust teams. Sadly, our support has been much in demand this year. The team pull together to support our schools and those around them, valuing the fantastic support provided by local clergy and parish teams as part of this.

School Trusts: There are 18 MATs that include SDBE church schools. All but 4 of these Trusts now operate according to equality (or majority in one case) Articles of Association. Brunel Academies Trust incorporated Somerset Road Education Trust in February 2024 thereby incorporating its first SDBE church school and adopting equality Articles at that time. The SDBE plays a crucial role in the rationalisation process towards a stable and fully constructed family of safe MAT homes for all of its church schools.

2023 saw significant numbers of enquiries and completions of academy conversions. By April 2024, 61% of schools were in MATs (increased from 54% at the start of the reporting period). This work requires a range of support from the team covering governance and finance and estates. For the team, this draws on skills of our finance and estates leads to ensure that conversion processes go smoothly. The team has been working proactively to identify potential issues and resolve them early, and this year has implemented a comprehensive Teams planner tool to track process and apply actions in a timely way school by school across all conversion and transfer projects which in year now amounts to 30-40 at any one time. Our role has been increasingly to offer system level solutions as the only agency which has sight across the whole system, with connections at school level, with trusts and across local authorities.

Simultaneously DSAT our diocesan MAT has continued to flourish and grow and now consists of 28 Church Schools, 15% of the dioceses Church Schools. Schools have received strong Ofsted and SIAMS outcomes and challenges are being addressed at 2 of the schools. The DSAT trust board has approved a growth strategy which will see the trust grow to potentially 35 to 40 schools over the next several years and strong church schools are now seeing DSAT as a trust of choice. The trust's Christian vision and leadership is strong and the Members' group, across the year, has further developed its practice and engagement with the trust board. The Board of Education can be proud of the Diocesan MAT and all that it is achieving as it secures a flourishing home for church schools and their children.

Estates and Net Zero: The SDBE Estates and Finance team continue making progress on delivering against the SDBE Estates Strategy, in supporting the SDBE church school estates, focusing on sustainability, and responding to the national new zero carbon targets by 2030.

The main achievement in 2023/24 was the successful installation of an air source heat pump (with oil boiler back up) at Chilmark CE VA Primary School, including provision for a second air source heat pump when funding becomes available, allowing the school to move completely away from fossil fuels. Bishop Stephen visited the school to meet the children and celebrate the progress of their net zero journey.

Grant funding via the Salix Public Sector Decarbonisation Scheme Phase 3c has successfully been achieved to contribute towards the installation of air source heat pumps at Coombe Bissett CE VA Primary School (£75k), which is due to be completed over the summer period 2024, ready for the next academic year. Funding has also been secured for the installation of an air source heat pump project at Bourton St George Academy Primary School (£65k), which transferred to Pickwick Academy Trust on 01/02/2024. SDBE is developing a strong working relationship with Pickwick, working together to deliver this project by 31/03/2025.

DfE funded projects via SCA funding were instructed across 19 schools, totalling £779k, delivering capital projects to improving both the energy efficiency of the school estate and improving the physical environment for the benefit of the children in the diocese.

The SDBE works closely with their SDBF colleagues, especially given the opportunities afforded by the new working arrangements at Emmaus House allowing the strengthening of working relationships across the Diocese and will continue to proactively work to support the environmental strand of the Diocesan vision.

This review of activities seeks to give an overview of our work in 2023/24 with our schools, be that on our own or in connection with the SDBF, with clergy and parish facing teams, with multi academy trusts, with local authorities, with the national church or with the Department for Education. Through our system leadership, we are sharing what works and also ensuring we can benefit from the expertise of others. We are grateful to all those who support our schools, either in their work roles or as volunteers, and we never take this support for granted.

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Investment policy

Under the Memorandum of Association, the Charity has the power to invest monies possessed by the Board, or held by it on Trust, in any legal investments or securities according to UK legislation. The trustees, having regard to the liquidity requirements of the VA school's capital schemes cash flows, have operated a policy of keeping available funds in interest bearing deposit accounts and investments.

The Board's investment management strategy for UST funds, placed with CCLA, is to achieve a targeted net return of RPI plus 3% p.a., between capital growth of invested funds and dividend and other income, with distributed income being set at a requirement of £238k in 2023/24. For the year ended 31 March 2024 net distributed investment income received was £237k (2023 £235k). The average distributed rate achieved was 3.2% (2023 3.1%) against the RPI rate for the year of 4.3%. There has also been a significant capital increase in year and the net gain on investments was £563k (2023: loss £383k). This reflecting the recovery of the worldwide stock market position. The overall net return in 2024 was 11.0% (2023 -1.8%) which was above the targeted net return of 7.3% (RPI being 4.3% in 2024) due primarily to the significant unrealised net gain of £563k.

Financial review

The SDBE consolidated accounts for 23/24 include, as in 22/23, both the income and expenditure of ESFA School Condition Allocation (SCA) capital funding schemes at VA schools which are project administered only by the SDBE. The consolidated accounts as in prior years include Saled Ltd (100% owned subsidiary of the SDBE).

Income

Overall income has remained at a similar level £2,748k compared to £2,755k in 2023. This is primarily due to the expected reduction in charitable activities income (SCA) of in total £274k between the two years being offset by an increase in one off other donations (S554 transfers) of £296k. The SCA funding being lower in 2024 and this reflects a known trend as SCA funding reduces as both more VA church schools convert to academies and the transitional protection given by the ESFA is steadily reduced over 4 years to zero in 2025/26. This trend will therefore continue into future years.

Expenditure

This has decreased by £629k from £2,738k in 2023 to £2,109k in 2024. This is linked primarily to the decrease in SCA projects funding noted above and compared to 2023 SCA expenditure has decreased by £515k to £612k.

Underlying operating deficit

The Board has recognised that the SDBE has a financial gap between its normal income and expenditure levels. It has taken the formal decision to fund this gap by utilising income from the sale of old schools and trust funds as appropriate. In 2024 the underlying operating deficit was £67k compared to £188k in 2023 and it is planned to reduce this over the next 3 years and achieve an underlying operating breakeven position by 2027. The underlying operating deficit is reconciled to the net movement in funds below. The budgeted underlying operating deficit for 2024/25 is £129k (2023/24 was £197k).

The SDBE has increased its reserves in 2023/24 by £1,202k (2022/23 decreased by £366k). This is due primarily to a significant investment gain of £563k, S554 transfer of £591k combined with increases in the SCA restricted capital reserve of £115k partially offset by the underlying operating deficit of £67k. The SCA restricted capital reserve relates to funding received which has not yet been committed and increased in 23/24 as less funding was used than planned due to a mix of both projects not being undertaken and net underspends. The SCA restricted reserve increasing from £82k in 2023 to £197k in 2024 and this is planned to be fully utilised in 2024/25. The S554 transfer relates to the historic net income received from the disposal of two old Church School sites at Worton and Marston and Winterbourne Earls, which had to go through the formal S554 legal process and was approved by the Secretary of State in February 2024.

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The total reserves at the 31/3/24 are £9,958k split into restricted capital £5,917k, restricted SCA capital £197k, restricted income £2,531k and unrestricted £1,384k. An increase of £1,202k on total reserves at the 31/3/23 of £8,736k.

The above shows that there are sufficient funds in the restricted income fund and unrestricted reserve to continue to fund the gap noted above and therefore there are no issues with going concern.

Going concern

The Board recognises the risk of financial viability, and this is reflected in the actions taken by the Board. To ensure the Charity is a going concern the Board in September 2021 approved the SDBE of the Future strategy to seek to ensure achievement of key objectives and move to an underlying recurrent operational surplus by 2027. The aims of which are underpinned by both detailed financial and staffing plans. This strategy is monitored and reviewed annually by both the Resources Committee and Board.

As the SDBE receives no direct funding from the government it has to ensure its long term financial viability and therefore needs to make the best use of its resources to support education in the Diocese. The Board has agreed to support the objectives of the SDBE over the period covered by the SDBE of the Future strategy by using funding from the disposal proceeds of old school buildings and appropriate trust fund transfers.

The total reserves as at the 31 March 2024 are £9,958k of which £8,896k are restricted reserves. The restricted reserves are split into income restricted reserves of £2,782k, which can be used to support education in the Diocese, capital restricted reserves of £5,917k, which can be used for capital purposes in the Diocese and SCA capital restricted reserves of £197k. There is an unrestricted reserve of £1,062k. This further supports the trustees view on going concern.

After making appropriate enquiries, the trustees have a reasonable expectation that the Charity has adequate resources to continue in operational existence for the foreseeable future. For this reason, they continue to adopt the going concern basis in preparing the financial statements. Further details regarding the adoption of the going concern basis can be found in the accounting policies.

Reserves policy

Having considered financial risk, liquidity requirement and the timing of cash flows throughout the year, the Board's policy is to hold a balance of readily realisable assets in free income funds equivalent to 3 months budgeted expenditure for the year. Based on the financial statements to 31 March 2024 3 months' expenditure totals £284k. Free income funds are deemed to be unrestricted general funds, the trading subsidiary's retained earnings and restricted UST income account. The income account funds (and all interest from the investments in the UST's) may also be used for the provision of advice and resources in connection with the management of or education provided at the schools, this is deemed to be free income funds as it can be used for the general running of the charity and to assist in meeting the charitable objectives. As of 31/3/24 the charity had £nil in unrestricted general funds, £72k of reserves held by Saled Ltd and UST income funds of £2,531k meaning total unrestricted funds of £2,603k which is in excess of the required value. The long term spending strategy for these reserves is to support the planned operational financial deficits until the 31/3/27 and allow flexibility for any future expenditure whilst retaining a significant reserve. The majority of these funds are held in an investment portfolio which can be accessed readily if required.

The Board recognises the importance of increasing the UST funds to enable it to continue to work in the long term. The trustees consider that the value of restricted reserves under a managed investment agreement should not fall below £2 million. The total of funds held by CCLA at the yearend totalled £8,316k in line with the prior year balance of £7,662k. This was due to a significant in year positive revaluation adjustment of £563k plus net in year additions of shares of £91k.

SALED Ltd

SALED Limited is the wholly owned trading subsidiary of the Salisbury Diocesan Board of Education and has the same accounting year end as SDBE. For the year to 31st March 2024 the company had a turnover of £255k (2023: £263k). It had a net surplus of £19k (2023: £28k) and accumulated reserves of £72k (2023: £91k).

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Plans for future periods

The year has again seen us continue our strong focus on ensuring that actions to meet agreed priorities are well timed and staged. We are taking forward our very clear vision for the SDBE of the future through the 5 year plan for 2023 to 2028. In 2024/25 we will be implementing the second year of our five-year strategic plan

The plan is based on the SDBE learning with and from schools, children, young people, school trusts and parishes; we thus step confidently into this work centred within the Salisbury Diocesan vision of Making Jesus Known.

The three aims and priorities of the SDBE Strategic Plan for 2023-28 have evolved to address our shared learning, and particularly give emphasis to:

- ensuring every church school belongs within a strong school trust family, or is linked to a school trust to secure its full flourishing
- leading the re-thinking of foundation governance, developing new models of governance for the future, fit for the school trust landscape
- supporting the development of courageous leadership across the diocese to ensure children and young people are rooted in the heart of mission and ministry, re-imagining school and parish partnership
- ensuring equity, diversity and inclusion is foundational to all SDBE work
- ever deepening the excellence of SDBE work in support of the development of spiritual leadership, church school flourishing, and as a significant influence for Christian education, locally, regionally, and nationally
- shaping the SDBE workforce to ensure the strategic leadership of church school education across the diocese within a sustainable financial model

In the year ahead we will:

1. further strengthen the confidence and accountability of trust governance of the SDBE
2. support the on-going accelerated development of a culture of school trusts, church led, and non-church led, enabling rich partnerships, sponsorship and the long-term viability of schools through full academisation
3. Continue to partner the SDBF in their leadership of the Growing Faith network, to support mission and ministry amongst children and young people, maximising the SDBE's unique relationship with Trusts and schools.
4. draw on external expertise to create SDBE strategy for Equity, Diversity and Inclusion and begin to implement
5. in partnership with the SDBF continue to develop and evaluate a communication and engagement strategy including, effective use of SDBE website and relevant social media platforms
6. embed, quality assure and evaluate the strategy for Christian flourishing in trusts, including consistent non-negotiables across MATs
7. swiftly, boldly and courageously enact trust and schools causing concern strategies
8. lead in supporting trusts to share learning and think boldly to create re-imagined models of effective local governance for the future
9. evaluate the new Religious Education strategy and policy
10. evaluate the new collective worship policy which will enable school leaders to lead as spiritual leaders and parish leaders to contribute appropriately
11. maintain a professional partnership with the national SIAMS leadership which appropriately challenges and supports national practice and the impact of national practice on our diocese
12. review and refine the 5-year financial plan ensuring appropriate progress in implementing adjustments reflecting changes including work-force re-patterning
13. promote and support the delivery of exceptional educational environments, enabling children to flourish and achieve their best outcome, including adopting an approach that deeply embeds the net zero 2030 agenda and is centred around bringing positive decarbonisation change to the church school estate
14. continue to embed all learning processes across all IT platforms e.g SharePoint, Learning Platform and to be progressive and actively seek innovative IT solutions
15. Seek to further collaborate, develop and share best practices for the use of the space within Emmaus House with the SDBF and DSAT.

SALISBURY DIOCESAN BOARD OF EDUCATION (THE) (A COMPANY LIMITED BY GUARANTEE) TRUSTEES REPORT

FOR THE YEAR ENDED 31 MARCH 2024

The SDBE Board and senior leadership team remain of the view that furthering the role of school trusts as custodians of church schools' Anglican foundation is crucial to the long-term flourishing of the church schools. The SDBE has therefore used the year to continue to re-imagine its own role in-light-of the changed and changing leadership of the education landscape as part of a deep organisational change. This organisational change involved working with all South West dioceses to adopt the SDBE Programme for Church School Flourishing and the new CEO/Diocesan Director taking up the role of Chair of the National Directors of Education network. Within the diocese organisational change is leading to us building further our partnership with the SDBF, including the sharing of Emmaus House and the full alignment of our strategy with the new diocesan vision – Making Jesus Known.

The year ahead will continue to focus especially on further building those relationships in ways that are innovative, challenging and supportive - using the relationship to help school and parish leaders identify for themselves new thinking about their own roles and the communities they serve as the new educational and diocesan landscape is formed.

Structure, governance and management

Constitution

The Charity and the Group is constituted under a Memorandum of Association dated 4 February 1949 and is a registered charity number 1059195. The guarantors are the Members of the Board and the limit of their liability in the event of winding up is £1 each.

The Board is the sole trustee of the Uniform Statutory Trusts (also known as the USTs or Section Funds), which are now governed by section 287 of the Education Act 1993. The funds held in trust are derived from ancient educational endowments and the proceeds of property sales authorised by the Department of Education under section 86(1) of the Education Act 1944 and section 2 of the Education Act 1973.

The Trustees, who are also the directors for the purpose of company law, and who served during the year and up to the date of signature of the financial statements were:

The Venerable A C MacRow-Wood - Chair	
Reverend R Ayer-Harris	
Mrs A L Aze	
Mr A J Brown	
Mr T Farrer	Resigned 1 May 2024
Mr N Harrison	
Mrs L Henderson	Appointed 4 July 2024
Rev M P Lee	Appointed 2 January 2024
Mr N Rees - Vice Chair	
Mr I K Robinson	
Canon J Triffitt	Resigned 30 November 2023

SALISBURY DIOCESAN BOARD OF EDUCATION (THE) (A COMPANY LIMITED BY GUARANTEE) TRUSTEES REPORT

FOR THE YEAR ENDED 31 MARCH 2024

Method of appointment or election of trustees

The Articles of Association were revised in 2021/22, following the introduction of the new DBE Measure in 2021. The makeup of the Board's membership now comprise of a maximum of ten members and up to 2 co-opted members. The members are appointed triennially, normally in the same year as the Diocesan Synod is elected and this was last done in November 2021, with new members being appointed on the 1 January 2023.

Policies adopted for the induction and training of trustees

New trustees undergo a comprehensive period of orientation and induction with the Chairman of trustees, Diocesan Director of Education and Deputy Director of Education to brief them on their legal obligations under charity and company law, the content of the Memorandum and Articles of Association, decision making processes, strategy, and recent financial performance of the Charity. They also met key employees and other trustees to explore and be briefed on all areas of the work undertaken by the SDBE. Trustees are encouraged to undertake development activity that will facilitate the execution of their role.

Organisational structure and decision making

The Board of Education administer the Charity. The trustees meet usually six times a year (minimum of three times annually is stipulated in the Articles of Association) and five members personally present is the quorum necessary for the transaction of business. There is a sub committee covering Resources (including remuneration).

A Diocesan Director of Education is appointed by the trustees to manage the day to day operations of the Charity. To facilitate effective operations, the Diocesan Director of Education has delegated authority, within terms of delegation approved by trustees, for operational matters including finance, employment and other activities pursuant to the objectives of Salisbury Diocesan Board of Education.

Pay policy for senior staff

Emoluments of higher paid employees are determined by the Chair and the Resources Committee.

Related party relationships

The Charity's wholly owned subsidiary, SALED Ltd, was established in 2005 primarily to undertake services as required by the Trustees in the course of the Board's normal activities in connection with the administration of the maintenance and development of schools within the Diocese and also to undertake activities that fall outside the objectives of the Board of Education. All profits of SALED Ltd available for distribution as dividend are to be applied towards the promotion of its charitable objects, i.e. for the benefit of Salisbury Diocesan Board of Education.

Although not a related party but a connected charity, the Salisbury Board of Finance makes a contribution, from Share income it receives from the Parishes in the diocese, to the Salisbury Board of Education in respect of the costs incurred by the Board of Education in supporting the Board's work in providing advice, guidance and resources at church schools within the Diocese and for work with children and young people in the Diocese.

Risk management

The trustees have a risk management strategy which comprises:

- a regular review of the risks the charity may face
- establishment or review of systems and procedures to mitigate risks
- the implementation of procedures designed to minimise any identified potential impact on the Charity should those risks materialise.

The corporate risk register is reviewed at each Resource Committee meeting and by the Board on a regular basis.

SALISBURY DIOCESAN BOARD OF EDUCATION (THE) (A COMPANY LIMITED BY GUARANTEE) TRUSTEES REPORT

FOR THE YEAR ENDED 31 MARCH 2024

Principal risks and uncertainties

The trustees are responsible for the identification, mitigation and management of risk. To achieve this, a register of all risks identified is maintained and, alongside it, a management and mitigation strategy. This is subject to review by the trustees on an annual basis with the responsibility of risk management being delegated to the Resources Committee, where it is a standing item on each meeting agenda.

The risk register identifies 3 areas where the risk of either failure to act or the impact of the events is considered 'high' even after mitigation measures. These areas and the associated mitigation strategies are:

- Change is unheralded, unstructured or at faster speed and SDBE unable to respond appropriately or cope
 - SDBE for the Future strategic plan and appropriate staff structure in place linked to financial and budget plans
 - Annual strategic plan review and update
 - Liaison with representatives of Government, National Society, Local Authorities, Schools and Academies
 - Membership of and staff involvement with various organisations in the sector
 - Strong governance structure including Trust Board and Resource Committee
- Reputational risk if our Church maintained schools fail and risk of losing church school status.
 - Monitoring and evaluation processes to hold each school and LA to account
 - Schools causing concern strategy
 - Brokerage of effective school improvement solutions
 - Foundation governors in each school
 - Foundation Governance Advisor post
 - Academisation strategy
- Reputational risks if our Church Academies fail, including DSAT and same risk if Multi Academy Trusts including church schools fail and risk of losing church school status.
 - Monitoring and evaluation processes to hold each academy to account
 - Schools causing concern strategy
 - Brokerage of effective school improvement solutions
 - Foundation governors in each academy at both Board and Academy level
 - Foundation Governance Advisor post
 - Governance structure and MOU

Funds held as trustee

The Board holds 32 individual financial trusts which have not been included in its accounts. These comprise School Governors' funds, Educational Trusts and funds normally arising from the sale proceeds of former church schools or teachers' houses that are waiting scheming. Each of these funds is held in a separate designated account with CCLA Investment Management Ltd. On 31 March 2024 the value of these funds was £5,851k (2023: £5,984k). See note 25 of the accounts for further information.

Public benefit

The trustees have had due regard to the Charity Commission's guidance on public benefit in determining the Charity's priorities and plans for the future. The trustees' report sets out our aims, objectives and activities and conveys clearly the public benefit the Charity has delivered over the last 12 months, namely: engaging, inspiring and equipping the people of Salisbury Diocese to provide outstanding education and training for children and young people within their schools and parishes.

**SALISBURY DIOCESAN BOARD OF EDUCATION (THE)
(A COMPANY LIMITED BY GUARANTEE)
TRUSTEES REPORT**

FOR THE YEAR ENDED 31 MARCH 2024

Statement of Trustees responsibilities

The trustees (who are also directors of Salisbury Diocesan Board of Education (The) for the purposes of company law) are responsible for preparing the trustees' report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company Law requires the trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charitable company and Group and of the incoming resources and application of resources, including the income and expenditure, of the charitable Group for that year.

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 UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in operation.

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

Disclosure of information to auditor

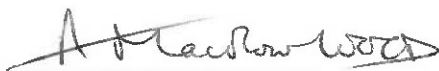
Each of the persons who are trustees at the time when this trustees' report is approved has confirmed that:

- so far as that trustee is aware, there is no relevant audit information of which the charitable Group's auditor is unaware, and
- that trustee has taken all the steps that ought to have been taken as a trustee in order to be aware of any information needed by the charitable group's auditor in connection with preparing their report and to establish that the charitable Group's auditor is aware of that information.

Auditor

The re-appointment of Moore (South) LLP as auditors to the charity will be considered as part of a tender process in the ensuing year.

This report was approved by the trustees, on 3/10/2024 and signed on their behalf by:



The Venerable A C MacRow-Wood, Chair

**SALISBURY DIOCESAN BOARD OF EDUCATION (THE)
(A COMPANY LIMITED BY GUARANTEE)
INDEPENDENT AUDITOR'S REPORT**

TO THE MEMBERS OF SALISBURY DIOCESAN BOARD OF EDUCATION (THE)

Opinion

We have audited the consolidated financial statements of Salisbury Diocesan Board of Education (the 'charitable parent company') and its subsidiary ('the group') for the year ended 31 March 2024 which comprise the Consolidated Statement of Financial Activities, the Consolidated Income and Expenditure Statement, the Consolidated and Charity Balance Sheets, the Consolidated Statement of Cash Flows and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the consolidated financial statements:

- give a true and fair view of the state of the group's and charitable parent company's affairs as at 31 March 2024 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 consolidated financial statements section of our report. We are independent of the group and charitable parent company in accordance with the ethical requirements that are relevant to our audit of the consolidated 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 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 group's and 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 directors with respect to going concern are described in the relevant sections of this report.

Other information

The other information comprises the information included in the Trustees' annual report (incorporating the Directors' report) other than the consolidated financial statements and our auditor's report thereon. The Trustees are responsible for the other information contained within the Trustees' Annual Report. Our opinion on the consolidated 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 consolidated 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 consolidated 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.

**SALISBURY DIOCESAN BOARD OF EDUCATION (THE)
(A COMPANY LIMITED BY GUARANTEE)
INDEPENDENT AUDITOR'S REPORT (CONTINUED)**

TO THE MEMBERS OF SALISBURY DIOCESAN BOARD OF EDUCATION (THE)

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' Report (which includes the Directors' Report) prepared for the purpose of company law, for the financial year for which the consolidated financial statements are prepared is consistent with the consolidated financial statements; and
- the Directors' Report, which is included in the Trustees' Report, has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the group and the charitable parent company and their environment obtained in the course of the audit, we have not identified material misstatements in the Directors' Report, included in 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:

- adequate accounting records have not been kept by the charitable parent company, or returns adequate for our audit have not been received from branches not visited by us; or
- the charitable parent company's financial statements are not in agreement with the accounting records; 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 consolidated 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 requirements to prepare a Strategic Report.

Responsibilities of Trustees

As explained more fully in the statement of trustees responsibilities, the Trustees, who are also the Directors of the charitable parent company for the purpose of company law, are responsible for the preparation of the consolidated 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 consolidated financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the consolidated financial statements, the Trustees are responsible for assessing the group's and the charitable parent 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 group or the charitable parent company or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the consolidated financial statements

Our objectives are to obtain reasonable assurance about whether the consolidated 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 consolidated financial statements.

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

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud, is detailed below.

**SALISBURY DIOCESAN BOARD OF EDUCATION (THE)
(A COMPANY LIMITED BY GUARANTEE)
INDEPENDENT AUDITOR'S REPORT (CONTINUED)**

TO THE MEMBERS OF SALISBURY DIOCESAN BOARD OF EDUCATION (THE)

Explanation as to what extent the audit was considered capable of detecting irregularities, including fraud

The objectives of our audit in respect of fraud, are; to identify and assess the risks of material misstatement of the financial statements due to fraud; to obtain sufficient appropriate audit evidence regarding the assessed risks of material misstatement due to fraud, through designing and implementing appropriate responses to those assessed risks; and to respond appropriately to instances of fraud or suspected fraud identified during the audit. However, the primary responsibility for the prevention and detection of fraud rests with both management and those charged with governance of the charitable company and the group.

Our approach was as follows:

- The engagement partner selected a team for the audit, led by persons who had prior knowledge of the client and who had the required competence and skills to be able to identify or recognise non-compliance with laws and regulations.
- We assessed the risk of irregularities as part of our audit planning, and ongoing review, including those due to fraud. Management override was identified as a significant fraud risk. This is due to the ability to bypass controls and disclosure requirements.
- Revenue recognition was also identified as a significant risk of material mis-statement. Although the processing of transactions is simple and not complex, there is a potential for recognition of income to an incorrect period or an incorrect allocation of income and associated expenditure between restricted and unrestricted funds.
- We obtained an understanding of the legal and regulatory frameworks applicable to the charitable parent company and the group and considered that the most significant are the Companies Act 2006, The Charities Act 2011, the Charity SORP, UK financial reporting standards as issued by the Financial Reporting Council and UK taxation legislation.
- We obtained an understanding of how the charitable parent company and the group complies with these requirements through discussions with management and those charged with governance.
- We inquired of management and those charged with governance as to any known instances of non-compliance or suspected non-compliance with laws and regulations. Consideration was also made of the internal controls in place to mitigate the identified risks.
- We assessed the control environment, documenting the systems, controls and processes adopted. The audit approach incorporated a combination of controls where appropriate, analytical review and substantive procedures involving tests of transactions and balances.
- The consolidated financial statements of the group incorporate the results of the subsidiary company. Moore (South) LLP are the auditors to the whole group and the same approach has been adopted to the subsidiary company as appropriate to that entity.

To address the risk of fraud through management override, we:

- performed analytical procedures, tested journal entries and related party transactions to identify any unusual transactions or unexpected relationships;
- assessed whether judgements and assumptions made in determining the accounting estimates were indicative of potential bias;
- reviewed the nature of the disclosures within the financial statements to ensure they meet the requirements of accounting standards and relevant legislation.

In response to the risk relating to revenue recognition, we:

- agreed a sample of income receipts from source documentation into the accounting records.
- reviewed the terms and conditions of a sample of grants received to ensure the income is accounted for in the correct period.
- Reviewed board minutes and correspondence for evidence of any further unrecorded income.

**SALISBURY DIOCESAN BOARD OF EDUCATION (THE)
(A COMPANY LIMITED BY GUARANTEE)
INDEPENDENT AUDITOR'S REPORT (CONTINUED)**

TO THE MEMBERS OF SALISBURY DIOCESAN BOARD OF EDUCATION (THE)

In response to the classification of income between restricted and unrestricted funds we:

- agreed a sample of income receipts from source documentation into the accounting records to ensure any restrictions to the income were correctly identified in revenue.
- reviewed the analysis of funds for any obvious misallocations of income or expenditure; and
- confirmed that expenses and payroll costs allocated against restricted and unrestricted funds met the purpose for which the income was given.

There are inherent limitations in our audit procedures described above. The more removed that laws and regulations are from financial transactions, the less likely it is that we would become aware of non-compliance. Auditing standards also limit the audit procedures required to identify non-compliance with laws and regulations to enquiry of the directors and other management and the inspection of regulatory and legal correspondence, if any.

Material misstatements that arise due to fraud can be harder to detect than those that arise from error as they may involve deliberate concealment or collusion.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

Use of our report

This report is made solely to the charitable parent 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 parent company's members those matters we are required to state to them in an auditors' report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable parent company and the charitable parent company's members as a body, for our audit work, for this report, or for the opinions we have formed.



Robert MacDonald (Senior Statutory Auditor)

for and on behalf of Moore (South) LLP

**Chartered Accountants
Statutory Auditor**

14th October 2024

33 The Clarendon Centre
Salisbury Business Park
Dairy Meadow Lane
Salisbury
Wiltshire
SP1 2TJ

Moore (South) LLP is eligible for appointment as auditor of the charity by virtue of its eligibility for appointment as auditor of a company under of section 1212 of the Companies Act 2006.

**SALISBURY DIOCESAN BOARD OF EDUCATION (THE)
(A COMPANY LIMITED BY GUARANTEE)
CONSOLIDATED STATEMENT OF FINANCIAL ACTIVITIES**

FOR THE YEAR ENDED 31 MARCH 2024

		Unrestricted funds 2024	Restricted funds 2024	Total 2024	Unrestricted funds 2023	Restricted funds 2023	Total 2023
	Note	£	£	£	£	£	£
<u>Income from:</u>							
Donations and legacies	3	290,239	784,945	1,075,184	310,292	593,057	903,349
Charitable activities	4	2,717	1,059,222	1,061,939	2,250	1,333,237	1,335,487
Other trading activities	5	255,374	-	255,374	262,614	-	262,614
Investments	6	39,217	240,101	279,318	10,125	236,436	246,561
Other income	7	76,547	-	76,547	6,967	-	6,967
Total income		664,094	2,084,268	2,748,362	592,248	2,162,730	2,754,978
<u>Expenditure on:</u>							
Raising funds	8	236,729	-	236,729	234,797	-	234,797
Charitable activities	9	476,249	1,396,044	1,872,293	767,529	1,735,661	2,503,190
Total resources expended		712,978	1,396,044	2,109,022	1,002,326	1,735,661	2,737,987
Net gains/(losses) on investments	15	-	562,989	562,989	-	(382,514)	(382,514)
Net incoming/(outgoing) resources before transfers		(48,884)	1,251,213	1,202,329	(410,078)	44,555	(365,523)
Gross transfers between funds		-	-	-	1,669,336	(1,669,336)	-
Net movement in funds		(48,884)	1,251,213	1,202,329	1,259,258	(1,624,781)	(365,523)
Fund balances at 1 April 2023		1,432,658	7,394,926	8,827,584	173,400	9,019,707	9,193,107
Fund balances at 31 March 2024		1,383,774	8,646,139	10,029,913	1,432,658	7,394,926	8,827,584

The statement of financial activities includes all gains and losses recognised in the year.

All income and expenditure derive from continuing activities.

The notes on pages 23 to 46 form part of these financial statements.

**SALISBURY DIOCESAN BOARD OF EDUCATION (THE)
(A COMPANY LIMITED BY GUARANTEE)
CONSOLIDATED SUMMARY OF INCOME AND EXPENDITURE ACCOUNT
FOR THE YEAR ENDED 31 MARCH 2024**

	2024 £	2023 £
Income	2,469,044	2,508,417
Gains on investments	562,989	-
Interest and investment income	279,318	246,651
Gross income	3,311,351	2,755,068
Expenditure	2,070,885	2,709,246
Losses on investments	-	382,514
Depreciation of fixed assets	38,137	28,741
Total expenditure	2,109,022	3,120,501
Net income before tax for the financial year	1,202,329	(365,523)
Tax on net income from ordinary activities	-	-
	1,202,329	(365,523)

The group's income and expenditure derive from continuing activities.

The notes on pages 23 to 46 form part of these financial statements.

**SALISBURY DIOCESAN BOARD OF EDUCATION (THE)
(A COMPANY LIMITED BY GUARANTEE)
CONSOLIDATED BALANCE SHEET**

AS AT 31 MARCH 2024

	Notes	2024 £	£	2023 £	£
Fixed assets					
Intangible assets	13	-	-	-	-
Tangible assets	14	1,322,656		1,360,793	
Investments	15	8,316,330		7,662,015	
		<u>9,638,986</u>		<u>9,022,808</u>	
Current assets					
Debtors	16	461,492		356,537	
Cash at bank and in hand		<u>604,031</u>		<u>269,658</u>	
		1,065,523		626,195	
Creditors: amounts falling due within one year	17	<u>(674,596)</u>		<u>(821,419)</u>	
Net current assets/(liabilities)			390,927		(195,224)
Total assets less current liabilities		<u>10,029,913</u>		<u>8,827,584</u>	
Income funds					
Restricted funds	19	8,646,139		7,394,926	
Unrestricted funds		<u>1,383,774</u>		<u>1,432,658</u>	
		<u>10,029,913</u>		<u>8,827,584</u>	

The Charity's financial statements have been prepared in accordance with the provisions applicable to companies subject to the small companies regime.

The financial statements were approved and authorised for issue by the trustees on 31/03/24 and signed on their behalf, by:



**The Venerable A C MacRow-Wood, Chair
Trustee**

Company Registration No. 00464306

**SALISBURY DIOCESAN BOARD OF EDUCATION (THE)
(A COMPANY LIMITED BY GUARANTEE)
CHARITY BALANCE SHEET**

AS AT 31 MARCH 2024

	Notes	2024		2023	
		£	£	£	£
Fixed assets					
Tangible assets	14	1,311,855		1,340,595	
Investments	15	8,316,331		7,662,016	
		9,628,186		9,002,611	
Current assets					
Debtors	16	442,356		341,414	
Cash at bank and in hand		473,325		112,694	
		915,681		454,108	
Creditors: amounts falling due within one year	17	(585,873)		(720,597)	
Net current assets/(liabilities)		329,808		(266,489)	
Total assets less current liabilities		9,957,994		8,736,122	
Income funds					
Restricted funds	19	8,646,139		7,394,926	
Unrestricted funds		1,311,855		1,341,196	
		9,957,994		8,736,122	

The Charity's financial statements have been prepared in accordance with the provisions applicable to companies subject to the small companies regime.

The financial statements were approved and authorised for issue by the trustees on 3/10/24 and signed on their behalf, by:



The Venerable A C MacRow-Wood, Chair
Trustee

Company Registration No. 00464306

**SALISBURY DIOCESAN BOARD OF EDUCATION (THE)
(A COMPANY LIMITED BY GUARANTEE)
CONSOLIDATED STATEMENT OF CASH FLOWS**

FOR THE YEAR ENDED 31 MARCH 2024

	Notes	2024 £	£	2023 £	£
Cash flows from operating activities					
Cash absorbed by operations	21		146,382		(305,168)
Investing activities					
Purchase of investments		(391,155)		(356,426)	
Proceeds on disposal of other investments		299,828		-	
Dividends, interest and rents from investments		279,318		246,561	
Net cash generated from investing activities			187,991		(109,865)
Net increase/(decrease) in cash and cash equivalents			334,373		(415,033)
Cash and cash equivalents at beginning of year			269,658		684,691
Cash and cash equivalents at end of year			604,031		269,658

**SALISBURY DIOCESAN BOARD OF EDUCATION (THE)
(A COMPANY LIMITED BY GUARANTEE)
NOTES TO THE FINANCIAL STATEMENTS**

FOR THE YEAR ENDED 31 MARCH 2024

1 Accounting policies

1.1 Charity information

Salisbury Diocesan Board of Education (The) is a private company limited by guarantee incorporated in England and Wales, registered number 00464306 and a charity registered with the Charity Commission in England & Wales registered number 1059195. The registered office is Emmaus House, The Avenue, Wilton, Salisbury, Wiltshire, SP2 0FG, which is also the principal place of business of the company. The nature of the company's operations and its principal activities are set out in the Trustees' Report.

1.2 Accounting convention

The financial statements have been prepared in accordance with the charity's governing document, the Companies Act 2006, the Financial Reporting Standard applicable in the UK and Ireland (FRS102), the "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019)" and the Companies Act 2006. The charity is a Public Benefit Entity as defined by FRS 102.

The financial statements are prepared in sterling, which is the functional currency of the charity. Monetary amounts in these financial statements are rounded to the nearest £.

The financial statements have been prepared under the historical cost convention. The principal accounting policies adopted are set out below.

The Statement of Financial Activities (SOFA) and Balance Sheet consolidate the financial statements of the Charity and its subsidiary undertaking, Saled Limited. The results of the subsidiary are consolidated on a line by line basis.

These financial statements comprising the consolidated statement of financial activities, the consolidated and charity Balance Sheet, consolidated cash flow statement and the related notes 1 to 25 constitute the consolidated financial statements of Salisbury Diocesan Board of Education for the financial year ended 31 March 2024.

No separate SOFA has been presented for the Charity alone as permitted by section 408 of the Companies Act 2006. The income and expenditure account for the year dealt with in the accounts of the Charity was a surplus of £1,221,872 (2023 - deficit £393,340).

1.3 Company status

The Charity is a company limited by guarantee. The members of the company are the trustees named on page 1. In the event of the Charity being wound up, the liability in respect of the guarantee is limited to £1 per member of the Charity.

1.4 Going concern

The trustees have reviewed the anticipated performance of the period of at least twelve months from the date of approval of financial statements, which demonstrate that there is no material uncertainty regarding the charity to meet its liabilities as they fall due, and to continue as a going concern. The Board recognises the risk of financial viability and this is reflected in the actions taken by the Board. To ensure the Charity is a going concern the Board has in place a 5 year strategy, the aims of which are underpinned by both detailed financial and staffing plans. This strategy is monitored and reviewed annually by both the Resources Committee and Board. On this basis the trustees consider it appropriate to prepare the financial statements on a going concern basis. Accordingly, these financial statements do not include any adjustments to the carrying amounts and classification of assets and liabilities that may arise if the charity was unable to continue as a going concern.

**SALISBURY DIOCESAN BOARD OF EDUCATION (THE)
(A COMPANY LIMITED BY GUARANTEE)
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)**

FOR THE YEAR ENDED 31 MARCH 2024

1 Accounting policies

1.5 Charitable funds

General funds are unrestricted funds which are available for use at the discretion of the trustees in furtherance of the general objectives of the Charity and which have not been designated for other purposes. Unrestricted funds include designated funds where the trustees, at their discretion, have created a fund for a specific purpose.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by the donor or trust deed. The UST funds are for the capital account to be applied towards the purchase of a site for, or the erection, improvement, enlargement or maintenance of any church school or church school's teacher's house in the Diocese. The income account funds (and all interest from the investments in the UST's) are used for the provision of advice and resources in connection with the management of or education provided at the schools. The costs of raising and administering such funds are charged against the specific fund. The aim and use of each restricted fund is set out in the notes to the financial statements.

1.6 Income

All income is recognised once the Charity has entitlement to the income, it is probable that the income will be received and the amount of income receivable can be measured reliably.

Income from government and other grants, whether 'capital' grants or 'revenue' grants, is recognised when the charity has entitlement to the funds, any performance conditions attached to the grants have been met, it is probable that the income will be received and the amount can be measured reliably and is not deferred.

Trading income represents the total invoice value, excluding VAT, of sales made during the year and derives from the provision of services falling within the company's ordinary activities.

Within the trading subsidiary in line with FRS102 capital grants received for the purchase of a capitalised asset are recognised over the useful life of that asset. The grant is recognised as deferred income and is written back to the profit and loss account in line with the depreciation policy.

1.7 Expenditure

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

Support costs are those costs incurred directly in support of expenditure on the objects of the Charity and include project management carried out at Headquarters. Governance costs are those incurred in connection with administration of the Charity and compliance with constitutional and statutory requirements.

**SALISBURY DIOCESAN BOARD OF EDUCATION (THE)
(A COMPANY LIMITED BY GUARANTEE)
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)**

FOR THE YEAR ENDED 31 MARCH 2024

1 Accounting policies

1.7 Expenditure - continued

Costs of generating funds are costs incurred in attracting voluntary income, and those incurred in trading activities that raise funds.

Charitable activities and Governance costs are costs incurred on the Charity's educational operations, including support costs and costs relating to the governance of the Charity apportioned to charitable activities

SCA capital grant payments are recognised as expenditure when the conditions for their payment have been met or where there is a constructive obligation to make a payment.

A constructive obligation arises when:

the charity has communicated its intention to award a grant to a recipient who then has a reasonable expectation that they will receive a grant or
the charity has made a public announcement about a commitment which is specific enough for the recipient to have a reasonable expectation that they will receive a grant or
there is an established pattern of practice which indicates to the recipient that we will honour our commitment.

The trustees have control over the amount and timing of grant payments and consequently where approval has been given by the charitable fund committee, on behalf of the trustee, and any of the above criteria have been met then a liability is recognised. Grants are not usually awarded with conditions attached. However, when they are then those conditions have to be met before the liability is recognised.

Where an intention has not been communicated, then no expenditure is recognised but an appropriate designation is made in the appropriate fund. If a grant has been offered but there is uncertainty as to whether it will be accepted or whether conditions will be met, then no liability is recognised but a contingent liability is disclosed.

1.8 Intangible fixed assets and amortisation

Intangible assets costing £2,000 or more are capitalised and recognised when future economic benefits are probable and the cost or value of the asset can be measured reliably. Intangible assets are initially recognised at cost and are subsequently measured at cost net of amortisation and any provision for impairment

Amortisation is provided on intangible fixed assets at rates calculated to write off the cost of each asset, less their estimated residual value, over their expected useful lives on the following bases:

Software	16.66% straight line
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1.9 Tangible fixed assets and depreciation

All assets costing more than £2,000 are capitalised.

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

**SALISBURY DIOCESAN BOARD OF EDUCATION (THE)
(A COMPANY LIMITED BY GUARANTEE)
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)**

FOR THE YEAR ENDED 31 MARCH 2024

1 Accounting policies

1.9 Tangible fixed assets and depreciation - continued

Tangible fixed assets are carried at cost, net of depreciation and any provision for impairment. Depreciation is provided at rates calculated to write off the cost of fixed assets, less their estimated residual value, over their expected useful lives on the following bases:

Long term Leasehold property	2% straight line
Long term Leasehold land	125 years straight line over lease term
Fixtures and fittings	25% straight line
Office equipment	16% - 33% straight line
Computer equipment	15% - 33% straight line

The gain or loss arising on the disposal of an asset is determined as the difference between the sale proceeds and the carrying value of the asset, and is recognised in net income/(expenditure) for the year.

1.10 Fixed asset investments

Fixed asset investments are a form of financial instrument and are initially recognised at their transaction cost and subsequently measured at fair value at the Balance Sheet date, unless fair value cannot be measured reliably in which case it is measured at cost less impairment. Investment gains and losses, whether realised or unrealised, are combined and shown in the heading 'Gains/(losses) on investments' in the Statement of Financial Activities.

A subsidiary is an entity controlled by the charity. Control is the power to govern the financial and operating policies of the entity so as to obtain benefits from its activities. Investments in subsidiaries are valued at cost less provision for impairment.

1.11 Taxation

The Charity is considered to pass the tests set out in Paragraph 1 Schedule 6 of the Finance Act 2010 and therefore it meets the definition of a charitable company for UK corporation tax purposes. Accordingly, the Charity is exempt from taxation in respect of income or capital gains received within categories covered by Chapter 3 Part 11 of the Corporation Tax Act 2010 or Section 256 of the Taxation of Chargeable Gains Act 1992, to the extent that such income or gains are applied exclusively to charitable purposes.

The tax currently payable is based on taxable profit for the year of the subsidiary. The company's liability for current tax is calculated using tax rates that have been enacted or substantively enacted by the reporting end date. The subsidiary has an option to pay all its taxable profits to parent charity within nine months of the reporting date and as such, there is no taxable profits. The gift aid payment to the parent charity will be recognised as a change in equity when the payment is made as the company does not have a legal obligation to pay its profits.

1.12 Interest receivable

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the Charity; this is normally upon notification of the interest paid or payable by the Bank.

1.13 Debtors

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

1.14 Cash and cash equivalents

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

**SALISBURY DIOCESAN BOARD OF EDUCATION (THE)
(A COMPANY LIMITED BY GUARANTEE)
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)**

FOR THE YEAR ENDED 31 MARCH 2024

1 Accounting policies

1.15 Liabilities and provisions

Liabilities are recognised when there is an obligation at the Balance Sheet date as a result of a past event, it is probable that a transfer of economic benefit will be required in settlement, and the amount of the settlement can be estimated reliably. Liabilities are recognised at the amount that the Charity anticipates it will pay to settle the debt or the amount it has received as advanced payments for the goods or services it must provide. Provisions are measured at the best estimate of the amounts required to settle the obligation. Where the effect of the time value of money is material, the provision is based on the present value of those amounts, discounted at the pre-tax discount rate that reflects the risks specific to the liability. The unwinding of the discount is recognised within interest payable and similar charges.

1.16 Trust funds

The Board holds over 30 individual financial 'trusts' which have not been included in its accounts. These comprise School Governors' funds, Educational Trusts and funds arising from the sale proceeds of former Church Schools or Teachers' Houses that are waiting scheming. Each of these funds is held in a separately designated account with CCLA Investment Management Ltd.

1.17 Financial instruments

The Charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of bank loans which are subsequently measured at amortised cost using the effective interest method.

1.18 Liquid resources

For the preparation of the cash flow the only asset treated as a liquid resource is cash at bank and in hand.

1.19 Retirement benefits

The Charity operates defined benefit pension schemes. As the schemes are multi-employers' schemes, their assets and liabilities are not separately identifiable. In this instance they are treated in the financial statements as defined contribution pension schemes.

The contributions are recognised as an expense in the Statement of Financial Activities when they fall due. Amounts not paid are shown in accruals as a liability in the Balance Sheet.

1.20 Agency arrangements

Salisbury Diocesan Board of Education acts as an agent in distributing the Devolved Formula Capital (DFC) grant and to voluntary aided schools. Payments received from the EFSA and subsequent disbursements to the contractors/suppliers are excluded from the statement of financial activities as the Board does not have control over the charitable application of the funds.

Interest received on these funds is recognised as soon as it is receivable and it is used towards its the cost of administration of the Diocesan DFC scheme and also towards the governors liabilities on the majority of the DFC funded projects and that is recognised in the statement of financial activities. The funds received and paid and any balances held are disclosed in note 18.

**SALISBURY DIOCESAN BOARD OF EDUCATION (THE)
(A COMPANY LIMITED BY GUARANTEE)
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)**

FOR THE YEAR ENDED 31 MARCH 2024

2 Critical accounting estimates and judgements

In the application of the charity's accounting policies, the trustees are required to make judgements, estimates and assumptions about the carrying amount of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are continually evaluated and are based on historical experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances. Actual results may differ from these estimates.

Critical judgements

The Charity makes estimates and assumptions concerning the future. The resulting accounting estimates and assumptions will, by definition, seldom equal the related actual results. The estimates and assumptions that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next financial year are discussed below.

SCA capital grant payments are recognised as expenditure when the conditions for their payment have been met or where there is a constructive obligation to make a payment. There is an estimate relating to the total grant payable as can be variable based on construction costs incurred as part of the project which occasionally results in additional funding to be issued to reflect an overspend or withdrawal of funding offers if projects underspent or do not go ahead. The grants payable provision is based on applications made by schools with supporting quotes and tenders detailing the value of the work required.

3 Donations and legacies

	Unrestricted funds	Restricted funds	Total	Total
	2024 £	2024 £	2024 £	2023 £
Grants	290,239	193,870	484,109	608,279
Other	-	591,075	591,075	295,070
	<u>290,239</u>	<u>784,945</u>	<u>1,075,184</u>	<u>903,349</u>
For the year ended 31 March 2023	<u>310,292</u>	<u>593,057</u>		<u>903,349</u>

**SALISBURY DIOCESAN BOARD OF EDUCATION (THE)
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FOR THE YEAR ENDED 31 MARCH 2024

4 Income from charitable activities

	Unrestricted funds	Restricted funds	Total	Total
	2024 £	2024 £	2024 £	2023 £
SCA	-	725,791	725,791	1,088,686
Governors contributions	-	132,726	132,726	221,993
Section 106 capital grants	-	112,548	112,548	-
Trust Funded capital grants	-	88,157	88,157	22,558
Funding from ESFA	2,717	-	2,717	2,250
	<u>2,717</u>	<u>1,059,222</u>	<u>1,061,939</u>	<u>1,335,487</u>
For the year ended 31 March 2023	<u>2,250</u>	<u>1,333,237</u>		<u>1,335,487</u>

5 Activities for generating funds

	Unrestricted funds	Restricted funds	Total	Total
	2024 £	2024 £	2024 £	2023 £
Educational Support Services	255,374	-	255,374	262,614
	<u>255,374</u>	<u>-</u>	<u>255,374</u>	<u>262,614</u>
For the year ended 31 March 2023	<u>262,614</u>	<u>-</u>		<u>262,614</u>

6 Investment income

	Unrestricted funds	Restricted funds	Total	Total
	2024 £	2024 £	2024 £	2023 £
Property investment income	-	533	533	530
Listed investment income	-	236,790	236,790	235,007
Interest receivable	39,217	2,778	41,995	11,024
	<u>39,217</u>	<u>240,101</u>	<u>279,318</u>	<u>246,561</u>
For the year ended 31 March 2023	<u>10,125</u>	<u>236,436</u>		<u>246,561</u>

**SALISBURY DIOCESAN BOARD OF EDUCATION (THE)
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NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)**

FOR THE YEAR ENDED 31 MARCH 2024

7 Other income

	Unrestricted funds	Restricted funds	Total	Unrestricted funds	Restricted funds	Total
	2024 £	2024 £	2024 £	2023 £	2023 £	2023 £
SDBF secondment and project management income	66,668	-	66,668	-	-	-
Other income	9,879	-	9,879	6,967	-	6,967
Other income	<u>76,547</u>	<u>-</u>	<u>76,547</u>	<u>6,967</u>	<u>-</u>	<u>6,967</u>

8 Cost of raising funds

	Staff costs	Depreciation	Other costs	Total	Total
	2024 £	2024 £	2024 £	2024 £	2023 £
Trading expenses	111,132	9,397	116,200	236,729	234,797
For the year ended 31 March 2023	<u>103,103</u>	<u>11,188</u>	<u>120,506</u>		<u>234,797</u>

9 Charitable activities

	Staff costs	Depreciation	Other costs	Total	Total
	2024 £	2024 £	2024 £	2024 £	2023 £
Support for the church schools in the diocese	731,988	28,740	257,807	1,018,535	891,590
Capital grant projects on diocese properties	-	-	832,854	832,854	1,372,305
Other support costs	-	-	20,904	20,904	20,200
	<u>731,988</u>	<u>28,740</u>	<u>1,111,565</u>	<u>1,872,293</u>	<u>2,503,190</u>
For the year ended 31 March 2023	<u>807,903</u>	<u>28,741</u>	<u>1,666,546</u>		<u>2,503,190</u>

**SALISBURY DIOCESAN BOARD OF EDUCATION (THE)
(A COMPANY LIMITED BY GUARANTEE)
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)**

FOR THE YEAR ENDED 31 MARCH 2024

9 Charitable activities (continued)

	Unrestricted funds	Restricted funds	Total	Total
	2024 £	2024 £	2024 £	2023 £
Staff costs	447,509	284,480	731,989	807,903
Depreciation and impairment	28,740	-	28,740	28,741
SCA capital projects grants	-	611,974	611,974	1,127,754
Governors capital projects	-	132,726	132,726	221,993
Other capital grant funded projects	-	200,702	200,702	22,558
Insurance premium for church schools	-	8,197	8,197	9,923
Travel costs	-	7,022	7,022	12,961
Legal fees	-	18,972	18,972	46,920
Professional subscriptions	-	8,573	8,573	6,323
Resources	-	-	-	77
Courses and training	-	5,355	5,355	3,273
Miscellaneous expenditure	-	3,248	3,248	5,164
IT Costs	-	4,576	4,576	6,389
Consultancy costs	-	49,235	49,235	60,169
Other expenses	-	40,080	40,080	123,137
Support costs	-	20,904	20,904	19,905
	<u>476,249</u>	<u>1,396,044</u>	<u>1,872,293</u>	<u>2,503,190</u>
For the year ended 31 March 2023	<u>767,529</u>	<u>1,735,661</u>		<u>2,503,190</u>

The SCA capital project grants have been summarised between schools below. Certain grants were accrued in previous years, some projects were either overprovided or not undertaken leading to negative expenditure.

SALISBURY DIOCESAN BOARD OF EDUCATION (THE)
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NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2024

9 Charitable activities (continued)

Analysis of grants made	SCA Grant Expenditure during 23/24	SCA Grant Expenditure during 22/23
	£	£
Bourton St Georges	73,127	-
Child Okeford	6,170	29,719
Durweston	-	38,375
Hampreston	52,171	39,999
Lyme Regis St Michaels	86,227	89,197
Marnhull, St Gregory's	-	(34,600)
Milton-on-Stour	13,243	45,061
Mosterton, Parrett & Axe	36,561	42,307
New Forest	-	(8,257)
Portesham	-	2,866
Powerstock	22,500	1,247
Kennet Valley	-	(2,766)
Salway Ash	-	37,202
Sandford St Martins	7,201	87,440
Shaftesbury, The Abbey	-	2,437
Semley	-	39,224
Evershot Sticklands	-	(4,140)
Stoborough	-	27,365
Symondsbury	-	(6,092)
Thorners' Litton Cherney	-	(3,618)
Weymouth, St Nicholas & St Laurence	(900)	69,760
Winterbourne Valley	-	7,184
Western Downland	(19,172)	107,501
Wyllye Valley	28,976	37,430
Aldbourn St Michael's	21,913	16,330
Alderbury & West Grimstead	-	48,274
Broad Chalke	(443)	(4,362)
Chapmanslade	23,437	78,186
Cherill	6,285	50,659
Chilmark & Fonthill Bishop	30,342	81,782
Coombe Bissett	86,908	43,412
Crockerton	934	6,842
Derry Hill	(2,237)	23,993
Downton	30,427	13,147
Hindon	9,631	(1,350)
Laverstock St Andrews	21,942	8,991
Porton St Nicholas	(1,646)	24,855
Sarum St Martins	9,741	43,565
Sarum St Pauls	-	29,598
Evershot, Sticklands	68,636	-
Whiteparish	-	66,841
Winterslow	-	(11,048)
Tilshead	-	(2,925)
Other	-	(33,877)
	<u>611,974</u>	<u>1,127,754</u>

**SALISBURY DIOCESAN BOARD OF EDUCATION (THE)
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NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)**

FOR THE YEAR ENDED 31 MARCH 2024

10 Support costs - governance

	Unrestricted funds	Restricted funds	Total	Total
	2024 £	2024 £	2024 £	2023 £
Auditors' remuneration	16,740	-	16,740	16,600
Auditors' non audit costs	4,091	-	4,091	3,135
Trustees expenses reimbursed	73	-	73	170
	<u>20,904</u>	<u>-</u>	<u>20,904</u>	<u>19,905</u>
For the year ended 31 March 2023	<u>19,905</u>	<u>-</u>		<u>19,905</u>

11 Net movement in funds

	2024 £	2023 £
Net movement in funds is stated after charging/(crediting)		
Amortisation - intangible fixed assets	-	-
Depreciation of tangible fixed assets - owned by the charitable group	38,137	39,929
Auditor's remuneration - audit	16,740	16,600
Auditor's remuneration - other services	<u>4,091</u>	<u>3,135</u>

Audit fees for the parent charity were £13,950 (2023 - £13,100) and non-audit fees for the parent charity were £2,750 (2023 - £3,500)

**SALISBURY DIOCESAN BOARD OF EDUCATION (THE)
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NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)**

FOR THE YEAR ENDED 31 MARCH 2024

12 Employees

Staff costs were as follows:	2024	2023
	£	£
Wages and salaries	666,585	717,679
Social security costs	60,028	65,060
Other pension costs	116,508	128,267
	<u>843,121</u>	<u>911,006</u>

Wages and salaries includes redundancy costs of £35,000 (2023 - £Nil).

The average number of persons employed by the Charity during the year was as follows:

	2024	2023
	Number	Number
Staff	<u>15</u>	<u>19</u>

Average headcount expressed as a full time equivalent:

	2024	2023
	Number	Number
Staff	<u>12.3</u>	<u>15</u>

The number of employees whose annual remuneration was £60,000 or more were:

	2024	2023
	Number	Number
In the band £70,001-£80,000	-	1
In the band £80,001-£90,000	1	2
In the band £90,001-£100,000	<u>1</u>	<u>-</u>

Remuneration of key management personnel

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 Charity and the Group. During 2024 they were:

Director of Education	- Canon J Tubbs left 1 September 2023 - Mrs K Fitzsimmons appointed 1 September 2023
Deputy Director of Education	- Mr G Pugh
Assistant Director of Education	- Mrs A Christopher

The key management personnel of the parent charity comprise the trustees, the Director of Education, the Assistant Director of Education and the Deputy Director of Education. The total employee benefits of the key management personnel of the Charity were £282,118 (2023: £248,572).

The key management personnel of the group comprise those of the Charity and the key management personnel of its wholly owned subsidiary SALED Limited. The key management personnel of SALED Limited is an element of the employee benefits of the Assistant Director of Education whose employee benefits total £44,318 (2023: £42,013).

The employee benefits of key management personnel for the group was therefore £326,436 (2023: £290,585).

**SALISBURY DIOCESAN BOARD OF EDUCATION (THE)
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NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)**

FOR THE YEAR ENDED 31 MARCH 2024

12 Employees (continued)

Trustees

No trustees (2023: None) received remuneration or other benefits from their role within the charity.

The legal authority to remunerate the trustee is contained in the provisions of the governing document of the charity.

During the year expenses of £2,102, £127, £Nil (2023: £Nil, £Nil £170) was reimbursed to K Fitzsimmons, J Tubbs and N Harrison respectively in respect of their role as trustee.

In addition, during the year expenses of £1,760 (2023: £794) was reimbursed to The Diocesan Director of Education in respect to their employment.

13 Intangible fixed assets (Group and Charity)

Group	Software
Cost or valuation	£
At 1 April 2023 and 31 March 2024	24,190
Amortisation	
At 1 April 2023 and 31 March 2024	24,190
Carrying amount	
At 31 March 2024	-
At 31 March 2023	-

The intangible asset relates to the acquisition of IT software by the group. This was amortised over the useful life of 6 years.

**SALISBURY DIOCESAN BOARD OF EDUCATION (THE)
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NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)**

FOR THE YEAR ENDED 31 MARCH 2024

14 Tangible fixed assets (Group and Charity)

Group	Leasehold land and buildings	Fixtures and fittings	Office equipment	Total
	£	£	£	£
Cost				
At 1 April 2023	1,698,592	125,997	48,738	1,873,327
Disposal	-	(36,266)	-	(36,266)
At 31 March 2024	1,698,592	89,731	48,738	1,837,061
Depreciation and impairment				
At 1 April 2023	357,997	107,864	46,673	512,534
Depreciation charged in the year	28,740	9,066	331	38,137
Eliminated on disposal	-	(36,266)	-	(36,266)
At 31 March 2024	386,737	80,664	47,004	514,405
Carrying amount				
At 31 March 2024	1,311,855	9,067	1,734	1,322,656
At 31 March 2023	1,340,595	18,133	2,065	1,360,793

Charity	Leasehold land and buildings	Fixtures and fittings	Office equipment	Total
	£	£	£	£
Cost				
At 1 April 2023	1,698,592	21,437	30,004	1,750,033
At 31 March 2024	1,698,592	21,437	30,004	1,750,033
Depreciation and impairment				
At 1 April 2023	357,997	21,437	30,004	409,438
Depreciation charged in the year	28,740	-	-	28,740
At 31 March 2024	386,737	21,437	30,004	438,179
Carrying amount				
At 31 March 2024	1,311,855	-	-	1,311,855
At 31 March 2023	1,340,595	-	-	1,340,595

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FOR THE YEAR ENDED 31 MARCH 2024

15 Fixed asset investments (Group and Charity)

	Listed investments £
Cost or valuation (Group and Charity)	
At 1 April 2023	7,662,015
Additions	391,155
Disposals	(300,000)
Valuation changes	563,160
	<u>8,316,330</u>
At 31 March 2024	8,316,330
Carrying amount	
At 31 March 2024	<u>8,316,330</u>
At 31 March 2023	<u>7,662,015</u>

	2024 £	2023 £
Group & Charity material investments		
CBF Church of England Investment Fund	7,637,655	6,947,260
CBF Church of England Property Fund	678,675	714,755
	<u>8,316,330</u>	<u>7,662,015</u>

Charity only	Listed investments £	Investment in subsidiary £	Total £
Cost			
At 1 April 2023	7,662,015	1	7,662,016
Additions	391,155	-	391,155
Disposals	(300,000)	-	(300,000)
Valuation changes	563,160	-	563,160
	<u>8,316,330</u>	<u>1</u>	<u>8,316,331</u>
At 31 March 2024	8,316,330	1	8,316,331
Historical cost			
At 31 March 2024	5,597,399	-	5,597,399
At 31 March 2023	5,220,973	-	5,220,973

SALISBURY DIOCESAN BOARD OF EDUCATION (THE)
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FOR THE YEAR ENDED 31 MARCH 2024

15 Fixed asset investments (Group and Charity)

Holdings of more than 20%

The charity holds more than 20% of the share capital of the following companies:

Name of undertaking	Nature of business	Country of incorporation	Class of share held	% held
SALED Limited (Company Number 05369157)	Provision of services to SDBE	England	Ordinary	100

Results of the subsidiary for the year ended 31 March are:

	2024	2023
	£	£
Turnover	255,374	262,613
Expenditure	(236,388)	(234,796)
Surplus for the year	18,986	27,817
Retained earnings brought forward	91,461	63,644
Distribution to parent charity	(38,530)	-
Retained earnings carried forward	71,917	94,461
Fixed assets	10,801	20,198
Current assets	169,112	174,366
Current liabilities	(107,995)	(94,102)
Non-current liabilities	-	(9,000)
Share capital	(1)	(1)
	71,917	91,461

16 Debtors

	Group		Charity	
	2024	2023	2024	2023
Amounts falling due within one year:	£	£	£	£
Governors contributions	69,721	95,178	69,721	95,178
Amount owed by subsidiary undertaking	-	-	-	1,271
Trade debtors	300,402	77,517	292,648	68,281
Other debtors	11,382	13,405	-	7,267
Accrued income	-	77,650	-	76,630
DFC not drawn down	79,987	92,787	79,987	92,787
	461,492	356,537	442,356	341,414

Within governors contributions balance, there are £Nil (2023: £21,948) due after one year.

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FOR THE YEAR ENDED 31 MARCH 2024

17 Creditors: amounts falling due within one year

	Group		Charity	
	2024	2023	2024	2023
	£	£	£	£
Amounts falling due within one year:				
Trade creditors	22,222	70,912	12,672	66,856
Amounts owed to group undertakings	-	-	19,273	-
Other taxation and social security	40,908	23,563	-	-
Other creditors and accruals	91,711	184,233	75,913	170,768
Deferred income	41,740	145,574	-	85,836
SCA capital grants	478,015	397,137	478,015	397,137
	<u>674,596</u>	<u>821,419</u>	<u>585,873</u>	<u>720,597</u>

Within deferred income, there are £Nil (2023: £9,000) due after one year.

Deferred income and grants included within creditors above are detailed below

At the balance sheet date, the charity was holding funds received in advance for the following:

	Group		Charity	
	2024	2023	2024	2023
	£	£	£	£
PSA membership	20,671	33,646	-	-
St Deny's grant	-	85,836	-	85,836
PCSF training	13,000	-	-	-
Project income in advance	8,069	26,092	-	-
	<u>41,740</u>	<u>145,574</u>	<u>-</u>	<u>85,836</u>

Movement in SCA capital grants during the year

	Group		Charity	
	Charitable		Charitable	
	commitments		commitments	
	accrued		accrued	
	2024	2023	2024	2023
	£	£	£	£
Opening balance	397,137	544,735	397,137	544,735
New grant commitments charged	666,627	1,259,933	666,627	1,259,933
Grants paid during the year	(582,860)	(1,401,547)	(582,860)	(1,401,547)
Underspent project during 2023/23	(2,889)	(5,984)	(2,889)	(5,984)
Amount of grant commitments recognised	<u>478,015</u>	<u>397,137</u>	<u>478,015</u>	<u>397,137</u>

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FOR THE YEAR ENDED 31 MARCH 2024

18 Funds held as intermediary agent

In April 2006, the Department for Schools, Children and Families (DCSF), now called the Education and Skills Funding Agency (ESFA) changed its procedures for the administration of Devolved Formula Capital (DFC) grants (DFC grants provide the Diocese's church schools with direct funding to invest in buildings and equipment).

Consequently, where the individual schools have decided to appoint the charity as their agent, the charity received their DFC grants direct from the DfE and defrays qualified expenditure according to their instructions. At 31 March 2024 the charity held £550,409 (2023 - £819,105) in designated bank accounts separate from those of the charity. The money is only transferred into the charity's bank accounts when the expenditure has been authorised by the schools governors and payment to the contractor/supplier made. As at the year end SDBE was due £79,987 (2023 - £92,787) from DFC (as shown in note 16). Interest received of £38,875 (2023 - £10,125) on these funds is recognised by the charity as soon as it is receivable since the governors of the schools involved donate the interest towards the cost of administration of the Diocesan DFC scheme.

	£
Opening balance brought forward	819,105
Income received in year	233,607
Expenditure incurred in year	(475,377)
Transfer of funds to clear governor contribution balance	(106,913)
Funds to be drawn down	79,987
	<u>550,409</u>
Balance held in designated bank account	<u>550,409</u>

19 Group statement of funds

	Balance at 1 April 2023	Income	Expenditure	Transfers	Gains/ (losses)	Balance at 31 March 2024
	£	£	£	£	£	£
Unrestricted funds						
General funds - SDBE	600	408,379	(447,509)	38,530	-	-
DEC capital funds	1,340,595	-	(28,740)	-	-	1,311,855
SALED Limited	91,463	255,715	(236,729)	(38,530)	-	71,919
	<u>1,432,658</u>	<u>664,094</u>	<u>(712,978)</u>	<u>-</u>	<u>-</u>	<u>1,383,774</u>
Restricted funds						
UST Capital account	5,301,692	272,181	-	-	343,299	5,917,172
UST Income account	2,011,324	558,995	(258,614)	-	219,690	2,531,395
Other restricted revenue funds	-	193,870	(193,870)	-	-	-
SCA Capital Funds	81,910	725,791	(610,129)	-	-	197,572
Governors contribution	-	132,726	(132,726)	-	-	-
Other Capital Funds	-	200,705	(200,705)	-	-	-
	<u>7,394,926</u>	<u>2,084,268</u>	<u>(1,396,044)</u>	<u>-</u>	<u>562,989</u>	<u>8,646,139</u>
Total of funds	<u>8,827,584</u>	<u>2,748,362</u>	<u>(2,109,022)</u>	<u>-</u>	<u>562,989</u>	<u>10,029,913</u>

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FOR THE YEAR ENDED 31 MARCH 2024

19 Group statement of funds (continued)

In 2022/23, under the terms of the Education Act 1993, the UST funds may for the capital account be applied towards the purchase of a site for, or the erection, improvement, enlargement or maintenance of any church school or church school's teacher's house in the Diocese. The income account funds (and all interest from the investments in the UST's) may also be used for the provision of advice and resources in connection with the management of or education provided at the schools. During both 2021/22 and 2022/23 the Trustees agreed to a transfer of £300,000 from the UST Income Account to the general fund to support the provision of advice and resources to church schools in the Diocese.

In 2022/23, the charity had been unable to verify the source of UST reserves pre-2001 and therefore a prudent approach had been applied and the full amount was assumed to be UST capital. During 2021/22 the charity reviewed and took professional advice on how to split the reserves amounting to £3,713k and the appropriate subsequent net revaluation of gains. Charity Commission guidance was obtained regarding the proposed split of 65% capital and 35% revenue. Guidance was received via a S15 notice in July 2023 stating that the trustees' body of a Uniform Trust fund has the power to determine the division of funds between capital and income. In July 2023 the board approved a transfer to be made between funds. The original £3,713k was split between £2,413k capital and £1,300k revenue. The subsequent gains on this investment from 2001 to 2023 split on the same basis of 65% capital and 35% income amounted to £1,370k. In total £2,670k has been transferred from UST capital to income following this review.

It was also agreed that a transfer was to be made from the UST income funds to assist with the funding for the Salisbury Diocesan Education Centre previously accumulated in the UST funds, this transfer was confirmed at £1,369k.

	Balance at 1 April 2022	Income	Expenditure	Transfers	Gains/ (losses)	Balance at 31 March 2023
	£	£	£	£	£	£
Unrestricted funds						
General funds - SDBE	109,754	329,634	(738,788)	300,000	-	600
DEC capital funds	-	-	(28,741)	1,369,336	-	1,340,595
SALED Limited	63,646	262,614	(234,797)	-	-	91,463
	<u>173,400</u>	<u>592,248</u>	<u>(1,002,326)</u>	<u>1,669,336</u>	<u>-</u>	<u>1,432,658</u>
Restricted funds						
UST Capital account	8,040,561	162,801	-	(2,669,454)	(232,216)	5,301,692
UST Income account	806,922	368,705	(14,123)	1,000,118	(150,298)	2,011,324
SCA Capital Funds	120,978	1,088,686	(1,127,754)	-	-	81,910
Governors contribution	-	221,993	(221,993)	-	-	-
Other Capital Funds	-	22,558	(22,558)	-	-	-
Other restricted grants	51,246	297,987	(349,233)	-	-	-
	<u>9,019,707</u>	<u>2,162,730</u>	<u>(1,735,661)</u>	<u>(1,669,336)</u>	<u>(382,514)</u>	<u>7,394,926</u>
Total of funds	<u>9,193,107</u>	<u>2,754,978</u>	<u>(2,737,987)</u>	<u>-</u>	<u>(382,514)</u>	<u>8,827,584</u>

SALISBURY DIOCESAN BOARD OF EDUCATION (THE)
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FOR THE YEAR ENDED 31 MARCH 2024

20 Group analysis of net assets between funds

	Unrestricted funds 2024 £	Restricted funds 2024 £	Total 2024 £	Unrestricted funds 2023 £	Restricted funds 2023 £	Total 2023 £
Fund balances at 31 March 2024 are represented by:						
Intangible fixed assets	-	-	-	-	-	-
Tangible assets	1,322,656	-	1,322,656	1,360,793	-	1,360,793
Investments	-	8,316,330	8,316,330	-	7,662,015	7,662,015
Current assets	169,113	896,410	1,065,523	232,841	393,354	626,195
Current liabilities	(107,995)	(566,601)	(674,596)	(160,976)	(660,443)	(821,419)
	<u>1,383,774</u>	<u>8,646,139</u>	<u>10,029,913</u>	<u>1,432,658</u>	<u>7,394,926</u>	<u>8,827,584</u>

21 Cash generated from operations

	2024 £	2023 £
Surplus/(deficit) for the year	1,202,329	(365,523)
Adjustments for:		
Investment income recognised in statement of financial activities	(279,318)	(246,561)
Fair value gains and losses on investments	(562,989)	382,514
Depreciation and impairment of tangible fixed assets	38,137	39,929
Movements in working capital:		
Decrease/(increase) in debtors	(104,955)	(18,449)
(Decrease)/increase in creditors	(146,822)	(97,079)
Cash absorbed by operations	<u>146,382</u>	<u>(305,168)</u>

22 Financial commitments, guarantees and contingent liabilities/assets

The subject of Contingent Liabilities has been reviewed and, on the basis that contracts for building works are between school governors and contractors, it is concluded that there is no actual capital commitments that should be recognised. The committed grants from the SCA funds have been recognised as a liability as deemed to meet the criteria of constructive obligations and a reconciliation of this provision can be seen on note 17.

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FOR THE YEAR ENDED 31 MARCH 2024

23 Pension commitments

The group has employees who are members of the Teachers' Pension Scheme (TPS) and the Church Workers Pension Scheme (CWPS). The contributions made in the year were £20,136 (2023 - £19,333) to the Teachers' Pension Scheme and £98,746 (2023 - £105,270) to the Church Workers Pension Scheme.

There were £2,543 (TPS) and £11,658 (CWPS) contributions outstanding at the year end (2023: £2,388 (TPS) and £10,819 (CWPS)) and these are included within other creditors.

Teachers' Pension Scheme

The Teachers' Pension Scheme (TPS) is a statutory, contributory, defined benefit scheme, governed by the Teachers' Pensions Regulations 2010, and, from 1 April 2014, by the Teachers' Pension Scheme Regulations 2014. These regulations apply to teachers in schools and other educational establishments, including academies, in England and Wales that are maintained by local authorities. In addition, teachers in many independent and voluntary-aided schools and teachers and lecturers in some establishments of further and higher education may be eligible for membership. Membership is automatic for full-time teachers and lecturers and, from 1 January 2007, automatic too for teachers and lecturers in part-time employment following appointment or a change of contract. Teachers and lecturers are able to opt out of the TPS.

The Teachers' Pension Budgeting and Valuation Account

Teachers' Pension Scheme - The Teachers' Pension Scheme (TPS) is a statutory, contributory, defined benefit scheme, governed by the Teachers' Pension Scheme Regulations 2014. Membership is automatic for teachers in academy trusts. All teachers have the option to opt-out of the TPS following enrolment. The TPS is an unfunded scheme to which both the member and employer makes contributions, as a percentage of salary - these contributions are credited to the Exchequer. Retirement and other pension benefits are paid by public funds provided by Parliament.

Valuation of the Teachers' Pension Scheme

The Government Actuary, using normal actuarial principles, conducts a formal actuarial review of the TPS in accordance with the Public Service Pensions (Valuations and Employer Cost Cap) Directions 2014 published by HM Treasury every 4 years. The aim of the review is to specify the level of future contributions. Actuarial scheme valuations are dependent on assumptions about the value of future costs, design of benefits and many other factors. The latest actuarial valuation of the TPS was carried out as at 31 March 2016. The valuation report was published by the Department for Education on 5 March 2019. The key elements of the valuation and subsequent consultation are:

- employer contribution rates set at 23.68% of pensionable pay (including a 0.08% administration levy)
- total scheme liabilities (pensions currently in payment and the estimated cost of future benefits) for service to the effective date of £218,100 million and notional assets (estimated future contributions together with the notional investments held at the valuation date) of £196,100 million, giving a notional past service deficit of £22,000 million
- the SCAPE rate, set by HMT, is used to determine the notional investment return. The current SCAPE rate is 2.4% above the rate of CPI assumed real rate of return is 2.4% in excess of prices and 2% in excess of earnings. The rate of real earnings growth is assumed to be 2.2%. The assumed nominal rate of return including earnings growth is 4.45%.

The next valuation result is due to be implemented from 1 April 2024. Published outcomes in October 2023 of the valuation of the Teachers' Pension Scheme based upon 2020 data include:

- employer contribution rates increasing to 28.68% from 1 April 2024 (including a 0.08% employer administration charge)
- total scheme liabilities (pensions currently in payment and the estimated cost of future benefits) for the service to the effective date of £262 billion, and notional assets (estimated future contributions together with the notional investments held at the valuation date) of £222.2 billion giving a notional past service deficit of £39.8 billion

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23 Pension commitments (continued)

Under the definitions set out in FRS 102, the TPS is an unfunded multi-employer pension scheme.

Scheme Changes

Following the Hutton report in March 2011 and the subsequent consultations with trade unions and other representative bodies on reform of the TPS, the Department published a Proposed Final Agreement, setting out the design for a reformed TPS to be implemented from 1 April 2015.

The key provisions of the reformed scheme include: a pension based on career average earnings; an accrual rate of 1/57th; and a Normal Pension Age equal to State Pension Age, but with options to enable members to retire earlier or later than their Normal Pension Age. Importantly, pension benefits built up before 1 April 2015 will be fully protected.

In addition, the Proposed Final Agreement includes a Government commitment that those within 10 years of Normal Pension Age on 1 April 2012 will see no change to the age at which they can retire, and no decrease in the amount of pension they receive when they retire. There will also be further transitional protection, tapered over a three and a half year period, for people who would fall up to three and a half years outside of the 10 year protection.

Regulations giving effect to a reformed Teachers' Pension Scheme came into force on 1 April 2014 and the reformed scheme commenced on 1 April 2015.

The pension costs paid to TPS in the year amounted to £20,136 (2023: £19,333)

FRS 102 (28)

Under the definitions set out in FRS 102 (28.11), the TPS is a multi-employer pension plan. The Group is unable to identify its share of the underlying assets and liabilities of the plan.

Accordingly, the Group has taken advantage of the exemption in FRS 102 and has accounted for its contributions to the scheme as if it were a defined-contribution plan. The Group has set out above the information available on the plan and the implications for the Group in terms of the anticipated contribution rates.

Church Workers Pension Fund (CWPF)

The Board participated in the Pension Builder Scheme section of CWPF for lay staff. The Scheme is administered by the Church of England Pensions Board, which holds the assets of the schemes separately from those of the Employer and the other participating employers.

The Church Workers Pension Fund has a section known as the Defined Benefits Scheme, a deferred annuity section known as Pension Builder Classic and a cash balance section known as Pension Builder 2014.

The Defined Benefits Scheme ("DBS") section of the Church Workers Pension Fund provides benefits for lay staff based on final pensionable salaries.

The Board closed its DBS Scheme to new members in 2008 and there are currently no staff members in the scheme, all staff members are members of the Pension Builder Scheme.

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FOR THE YEAR ENDED 31 MARCH 2024

23 Pension commitments (continued)

Pension Builder Scheme

For eligible salaried employees, the Board participates in the Church of England Pension Builder Scheme (PBS). The Scheme is administered by the Church of England Pensions Board, which holds the assets of the schemes separately from those of the Employer and the other participating employers.

The Pension Builder Scheme of the Church Workers Pension Fund is made up of two sections, Pension Builder Classic and Pension Builder 2014, both of which are classed as defined benefit schemes.

Pension Builder Classic provides a pension for members for payment from retirement, accumulated from contributions paid and converted into a deferred annuity during employment based on terms set and reviewed by the Church of England Pensions Board from time to time. Bonuses may also be declared, depending upon the investment returns and other factors.

Pension Builder 2014 is a cash balance scheme that provides a lump sum that members use to provide benefits at retirement. Pension contributions are recorded in an account for each member. This account may have bonuses added by the Board before retirement. The bonuses depend on investment experience and other factors. There is no requirement for the Board to grant any bonuses. The account, plus any bonuses declared, is payable from members' Normal Pension Age.

There is no sub-division of assets between employers in each section of the Pension Builder Scheme.

The scheme is considered to be a multi-employer scheme as described in Section 28 of FRS 102 as it is not possible to attribute the Pension Builder Scheme's assets and liabilities to specific employers. This means that contributions are accounted for as if the scheme were a defined contribution scheme. The pension costs charged to the SOFA in the year are contributions payable.

A valuation of the Pension Builder scheme is carried out once every three years. The most recent scheme valuation completed was carried out as at 31 December 2016.

For the Pension Builder Classic section, the valuation revealed a deficit of £14.2m on the ongoing assumptions used. At the most annual review the board choose not to grant a discretionary bonus which will have acted to improve the funding position. There is no requirement for deficit payments at the current time.

Pension Builder 2014 section valuation revealed £1.8m surplus on the ongoing assumptions. There are no requirement for deficit payments at the current time.

The legal structure of the scheme is such that if another employer fails, SDBE could become responsible for paying a share of that employer's pension liabilities.

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24 Related party transactions

The trustees consider that the Salisbury Diocesan Board of Finance (SDBF) to be a connected charity as the work of education in the Diocese is carried out by the Salisbury Diocesan Board of Education (SDBE).

SDBE and its charity subsidiary were charged by SDBF £Nil (2023: £3,452) in respect of a contribution to IT development, and £157,721 (2023: £139,954) in respect of building services provided. At the year end £94 (2023: £12,302) was due to SDBF. During the year, £5,000 was invoiced to SDBF Building Consultant Ltd for the production and preparation of report regarding an operational review.

SDBF has granted aid to SDBE for its educational work in the Diocese. During the year £290,239 (2023: £310,292) was paid to the SDBE in respect of grants. SDBF also contributed £63,868 (2023: £Nil) for a SDBE employee who is on secondment with SDBF. SDBF reimbursed legal costs to SDBE of £2,800 (2023: £Nil) for legal costs regarding the Emmaus House merger. Finally, SDBF paid SDBE £26,514 (2023: £Nil) for the share of facilities. At the year end £Nil (2023: £Nil) was due to SDBE.

In 2023/24, £33,663 (2023: £54,425) was received from The Reverend Doctor S F and Mrs Jackson Mappowder Trust, which has common trusteeship with one SDBE trustee Mr N Harrison and one member of member of key management being Joy Tubbs to 31 August 2023 and Katie Fitzsimmons from 1 September 2023.

During the year, £20,102 (2023: £24,797) was received from Diocese of Salisbury Academies Trust (DSAT) for office accommodation and recharge of staff time and expenses. They also paid £Nil (2023: £8,050) for PSA subscriptions and training. Canon J Tubbs and Mr G Pugh, are trustees of DSAT.

During the year £Nil (2023: £4,550) was received for PSA subscriptions and training from Sherbourne Area Schools Trust. £Nil (2023: £4,000) was invoiced during the year in relation to consultancy regarding academy conversion, the total outstanding at the year end is £Nil (2023: £4,800). Mr N Rees and Mr G Pugh are common trustees of both entities.

During the year £2,250 (2023: £4,813) was received re training and academy conversion support and PSA training from Initio Learning Trust. Mr N Harrison is a common trustee of both entities. At the year end there were no balances receivable.

During the year, the charity received a project administration fee from its subsidiary, SALED Limited of £25,134 (2023: £33,647). At the year end, a creditor of £Nil (2023: £1,007) was due to SALED Limited in relation to project administration fees. There was also a debtor outstanding of £19,273 creditor (2023 £1,271 debtor) for recharges of costs between the two entities.

25 Trust funds

The SDBE acts as trustee - as at 31 March 2024, the value of these funds are £5,382,445 (2023: £5,850,675). Included in these funds, the SDBE hold cash on behalf of these trusts in designated bank accounts separate to those of the SDBE and not recognised in these accounts which totalled £159,379 (2023: £311,877).

The SDBE also acts as custodian for various school trust funds - as at 31 March 2024 the value of these funds was £984,388 (2023: £950,383). Included in these funds, the SDBE hold cash as custodian for these trusts in designated bank accounts separate to those of the SDBE and which are not recognised in these accounts which totalled £2,081 (2023: £1,383).

26 Post balance sheet events

The SDBE will be transferring a proportion of ownership within Emmaus House to the Salisbury Diocese Board of Finance in return for investment on the leasehold.

On 30th September 2024 the SDBE completed the purchase of part of Loders Primary Academy from a private land owner for £240,000. Loders Primary Academy is a church school and the purchase means that the ownership of the site is now solely with SDBE and Dorset Council.