

CATHOLIC INDEPENDENT SCHOOLS' CONFERENCE

**(A company limited by guarantee and
not having a share capital)**

**REPORT AND FINANCIAL STATEMENTS FOR THE YEAR ENDED
31 MARCH 2024**

Company Number: 3407765
Charity Number: 1063645

CATHOLIC INDEPENDENT SCHOOLS' CONFERENCE
(A company limited by guarantee and not having a share capital)

YEAR ENDED 31 MARCH 2024

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CATHOLIC INDEPENDENT SCHOOLS' CONFERENCE
(A company limited by guarantee and not having a share capital)

REFERENCE AND ADMINISTRATIVE INFORMATION

YEAR ENDED 31 MARCH 2024

CHARITY NUMBER: 1063645

COMPANY NUMBER: 3407765

REGISTERED OFFICE: 49 Park Road
Torquay
England
TQ1 4QR

BOARD OF TRUSTEES: Matthew Burke (Chair)
Sarah Barreto (appointed 16 May 2024)
Christopher Cann
Sarah Conrad (resigned 16 May 2024)
Margaret Giblin
Anthony Hudson (resigned 16 May 2024)
John Patterson (resigned 8 September 2023)
Jon Reddin
Annie Sutton (appointed 26 September 2023)
Rachel Owens (appointed 19 September 2024)
Ed Hester (appointed 19 September 2024)

GENERAL SECRETARY: Sarah Barreto

INDEPENDENT EXAMINERS: Moore Kingston Smith LLP
6th Floor
9 Appold Street
London
EC2A 2AP

SOLICITORS: Stone King
13 Queen Street
Bath BA1 2HJ

BANKERS: HSBC
55 Corporation St
Coventry
West Midlands CV1 1GX

**CATHOLIC INDEPENDENT SCHOOLS' CONFERENCE
BOARD OF MANAGEMENT REPORT
YEAR ENDED 31 MARCH 2024**

The Board of Management, who are also directors, present their annual report together with the financial statements for the year ended 31 March 2024.

STRUCTURE, GOVERNANCE AND MANAGEMENT

The Catholic Independent Schools' Conference (CISC) was incorporated in 1997 as a company limited by guarantee (no. 3407765) and is also a registered charity (No. 1063645). The governing document of the charity is the Memorandum and Articles of Association, which can be found on the website at www.catholicindependentschools.com > About > Key Documents and Policies.

CISC is administered by a Board of Management, whose members are its directors and trustees for the purposes of Company and Charity law respectively. The names of the directors/trustees are shown on page 1.

The Board of Management is elected by the membership. Candidates must be full members (see: definition of full member on the website at www.catholicindependentschools.com > Membership > Membership Types). Board members serve for a period of six years. The Board of Management elects the Chair of the Board for a period of four years. Antony Hudson was elected Chair in January 2020.

In their committed work for CISC, the trustees have regard to the guidance issued by the Charity Commission on public benefit, in particular with reference to the documents above.

Dr Maureen Glackin was appointed to the post of General Secretary in October 2018: she stepped down from this role on 24th May 2024. Her successor, Mrs Sarah Barreto, commenced in the role of General Secretary on 1st May, 2024 during a handover period.

RISK ASSESSMENT

The Risk Statement and Risk Register was presented to the committee (board of management) at a full meeting on 21st September, 2023. After a full discussion it was reviewed and approved.

OBJECTIVES AND ACTIVITIES

The Company's (CISC's) Objects, as described in the Memorandum and Articles of Association (1997) are:

"To promote education in schools which teach the Catholic faith principally by providing the head teachers or principals of those schools with the opportunity to meet, discuss, analyse and consider common concerns and to disseminate the outcome of such meetings."

In the year in question, CISC has focused on:

- Ensuring the success of our Conference in February 2024, *Here I am Lord...Who Am I Called to Be?* working with our host school, St John's, Cardiff.
- Review and revision of the charity's suite of policies (September 2023) and objectives (February 2024), to ensure they are reflective of updates in policy and practice with reference to the sector. All policies are accessible at: www.catholicindependentschools.com > About > Key Documents and Policies.

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YEAR ENDED 31 MARCH 2024**

- Having a range of activities to meet the charity's objectives: this has included the development of webinars to address key issues such as the new Catholic Schools Inspection Framework, presenting on Catholic mission and identity to governors and staff of CISC schools and collaborating with EducareM on The Tabor Programme, a formation course for middle and aspiring leaders.
- Understanding the terrain through informed responses to members' pastoral concerns offering support and 1:1 conversations for members requiring theologically informed responses to contemporary concerns and issues. The promotion of Catholic independent schools and Catholic education has continued more widely through publications, Conference presentations and collaborations with other Catholic agencies. Articles and chapters have been published in: *Leadership Matters in Catholic Education*, (Whittle & Woden, eds. Springer, 2024); *International Studies in Catholic Education* and *International Journal for the Study of the Christian Church*.
- Maintaining strategic conversations with dioceses and the Catholic Education Service (CES) on issues of importance to the sector: leadership formation, canonical inspection, policy and document development, and particularly the publication of the *Religious Education Directory* (RED) and the *Prayer and Liturgy Directory*.

ACHIEVEMENTS AND PERFORMANCE

CISC's Strategic Plan for 2021-2025 outlines the following strategic aims.

- Support communion and collaboration amongst heads, schools, dioceses and Catholic partners
- Christ-centred education and formation for ourselves and the community we serve
- Sharing faith, sharing in faith through prayer, words and actions and a commitment to social justice
- Challenging misconceptions and being an authentic voice for Catholic independent schools nationally and internationally
- Nurturing all in our school communities to their full potential academically, physically and spiritually
- Articulating and celebrating our mission and vocation in Catholic education

In line with previous reports, achievement and performance will be evaluated with reference to these strategic commitments with reference to key elements of the year in question.

Supporting communion and collaborations amongst Heads and key stakeholders and providing opportunities for sharing faith and prayer are integral aspects of CISC life, fostered through a range of events and activities.

CISC's Conference 2024, *'Here I am Lord...Who Am I Called to Be?'* took place in our usual slot over 1-2 February. Attendance was higher than the previous two years, with 116 people in total – compared to 91 last year and 90 the year before. The conference was led by Sr Gemma Simmonds,

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with a focus on spiritual direction and formation and her mixture of theological insight and pastoral wisdom refreshed, renewed and challenged delegates in their school leadership roles. Workshops covered a range of issues from AI to translating a Catholic vision of education into the classroom and there was the usual excellent briefing led by headline sponsors Moore Kingston Smith (MKS) and Stone King (SK). CISC is grateful to colleagues at MKS and SK for giving their time and expertise in this way.

Our Friday morning hosted conversation chaired By Antony Hudson and including Prof. Deborah Eyre (High Performance Learning), Paul Barber (Director, Catholic Education Service) and Sr Gemma was a lively and candid conclusion to the Conference.

Many thanks to St John's Cardiff for leading all out liturgical celebration with beauty, prayer and spirit.

'Reach Outs!' – informal on-line meetings for colleagues who share key roles across CISC schools - continued with a focus on CSI and the CISC Music Hub. Increased online engagement with members, whilst having limits, does allow member schools to engage with ease across a wide geographic range and at no additional cost to them, or CISC, in terms of resource and time.

Individual support to Heads continues, through e-mail, phone calls or Zoom and through school visits. The General Secretary offers INSET on Catholic mission and identity to all schools, free of charge, along with supporting retreat work with pupils. This year, 5 schools have availed themselves of this.

Of critical importance to CISC, is the formation of leaders and future leaders and this year 1 CISC Deputy Head has participated in the Tabor Programme. The course, which runs throughout the academic year and involves an in-school project, receives extremely positive evaluations and it is hoped that in coming years more CISC colleagues will take part. CISC continues to offer a subsidy to schools to support this. An online governance formation programme, in collaboration with EducareM, was also made available to CISC member schools this year.

All of these initiatives contribute to our aim to support colleagues in their desire to **nurture all in our school communities to their full potential academically, physically and spiritually, enabling them to provide Christ-centred formation and education for their communities.**

Challenging misconceptions and being an authentic voice for Catholic independent schools nationally and internationally is of key importance to all members.

CISC members and Committee Members remain active within associated professional bodies and sit on their committees, for example the GSA, SoH, HMC, ISC, ISI and Diocesan Inspectorates.

The General Secretary's close collaboration with the Catholic Education Service (CES) on day-to-day operational school concerns and strategic policy development continues to ensure that the distinct nature of CISC schools is recognised and considered in informing thinking. This will only get stronger as the current General Secretary transfers to her new role as National RE Advisor at the CES. Relationships with dioceses have also been developed with Westminster, Arundel and Brighton and Birmingham holding meetings in year for CISC schools in order to understand their context better and to facilitate relationships. This is a useful model in dioceses where a critical mass of CISC schools reside. The General secretary will encourage other dioceses to follow this model and collaborate across dioceses where this might be appropriate.

Findings from the first phase of the 'Spiritual Capital' Research Project, examining the contemporary impact of the charism of a range of Religious Order Trusteeship CISC Schools, have continued to be disseminated through *Networking* magazine, a chapter in *Leadership Matters in Catholic Education* and an article in the academic journal, *International Studies in Catholic Education*. Phase 2 of the Project, interviews with pupils, has been delayed due to the changing role of the General Secretary, however a pilot survey for pupils in CISC schools has been developed with Luke Ramsden from St Benedict's School, Ealing. It is hoped this might be rolled out in the coming year.

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A further article on LGBTQ+ issues was in *Networking* magazine and also in the academic journal, *International Journal for the Study of the Christian Church*.

These initiatives articulate how faith in CISC schools is realised and **shared through prayer, words and actions and a commitment to social justice whilst articulating and celebrating our mission and vocation in Catholic education.**

THE FUTURE

The coming year will see a focus on:

- Successful handover to the incoming General Secretary
- Further development of the 'Reach Out!' programmes
- Recruitment to Tabor, Christ the Teacher and online Governance programmes
- Supporting schools with Canonical Inspection and training as Inspectors
- Supporting schools with work on mission and identity
- Facilitating and contributing to conversations with regards to succession planning and future-proofing

FINANCIAL REVIEW

The end of year balance for March 2024 saw a deficit of £11,518 compared with a profit of £13,661 in 2023. We acknowledged in last year's annual report that this profit was largely due to two sets of conference income falling within the same financial year – Conference 2022 being delayed due to COVID – therefore a deficit whilst unwelcome, is not unexpected. When this is compared with a deficit of over £48k in 2019 we can see how far the organisation has come in reducing costs and realising a more positive financial trajectory. It is hoped that with a continued focus on expenditure, a move into real and sustained profit will be evident in the coming years.

Membership fees and monies generated by Conference remain the two main sources of income which means CISC's continuance is inextricably linked to the strength and viability of its member schools. Strategic relationships with business providers and other organisations provide essential income and CISC is grateful for their support throughout the year and, particularly, at Conference.

The remainder of the grant funding from Porticus and the Jesuit Institute is shown as Restricted Funds and is not set against income and expenditure, with the total carried forward as Restricted Funds of £11,248 at 31 March 2024. The grant funding was awarded for the development of CISC's Leadership Programme and collaborations with maintained schools. Committee has approved an annual allocation of up to £4,000 to support participants in engaging with the CISC/EducareM formation for Leadership Programmes, the design of which includes and affords engagement and collaborations with maintained sector schools. This will continue to satisfy the criteria for which the funding was received. As only one school sought grant funding this year, the member was afforded a full bursary of £1,075 which met the total cost of the programme.

The significance of Conference as a pastoral, community and relationship-building event becomes ever more important as schools navigate the contemporary challenges. The focus for CISC is to ensure it continues to deliver a quality service to members in support of their mission and identity as Catholic Schools with all activities and developments being evaluated in terms of their effectiveness against three criteria - mission, market and morality.

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The General Secretary expresses thanks and gratitude for the support and professional wisdom of Liz Brown and Katie Smith at Princethorpe, Paula Hawkins at Serendipity Ink, Sam Hudson, Claudia Marks, Anjali Kothari and Neil Finlayson at Moore Kingston Smith, Antony Hudson CISC Chair and the CISC Committee.

REMUNERATION POLICY

The Charity has one paid employee, the General Secretary. Administrative support is provided by a freelance colleague for which the budget is agreed by the Trustees. The General Secretary's salary is competitive and there is an annual appraisal and salary review, with the possibility of a salary increase subject to a successful completion of annual objectives. This incremental increase has been set aside since 2019 with the agreement of the General Secretary and the Chair in order to mitigate the financial risk to CISC. Its implementation was reviewed by Committee in September 2022 as part of the review of the pilot of the General Secretary's reduction in hours and after the General Secretary's appraisal in August 2022. After her appraisal in August 2023 the Committee agreed to award the General Secretary an incremental salary increase of 5%. The General Secretary thanks the Committee for their affirmation and support.

RISK

Each year the risks to the Charity are kept under review. These include drop in membership (and, therefore, income), financial procedures, deviation from core activity, reputational damage to the organisation, ineffective governance, data loss, health and safety and safeguarding. These have been carefully considered and the likelihood and impact scored. The key risks to CISC centre upon its financial viability occasioned by a downturn in membership, the underlying causes of which could be an economic downturn, leading to falling roles in schools and potential closures; a change in government policy, most particularly Labour's policy of placing VAT on independent school fees and a lack of relevance for members. The systems of the organisation for minimising risk are considered robust and the risk to the organisation, overall, is low. The Risk Register is reviewed annually and trustees are constantly mindful of the risks faced by the charity. The register can be viewed by members only in the Members' Area of the website.

RESERVES POLICY

The trustees continually monitor the free reserves of the charity, which are defined as unrestricted funds less fixed assets and at March 2024 these totalled £10,215. The trustees consider that reserves of between six and twelve months' expenditure are required to ensure that the charity is able to meet its long-term charitable objectives. This falls short of that requirement but it is hoped that these reserves will be sustained and incrementally built upon over the next two years.

STATEMENT OF BOARD OF MANAGEMENT RESPONSIBILITIES

The Board of Management (who are also directors of Catholic Independent Schools' Conference for the purposes of Company Law) are responsible for preparing the Board of Management's 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 Board of Management to prepare financial statements for each Financial Year which give a true and fair view of the state of the affairs of the Charity and of the incoming

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resources and application of resources, including the income and expenditure, of the charity for that period. In preparing these financial statements, the Board of Management 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;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

The Board of Management are responsible for keeping proper accounting records that disclose with reasonable accuracy at any time the financial position of the Charity and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the Charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

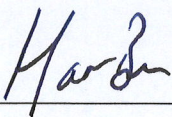
AUDITORS

Moore Kingston Smith LLP have been appointed as auditors and independent examiners to the company and a resolution to re-appoint them will be proposed at the AGM.


SMALL COMPANY PROVISIONS

This report has been prepared in accordance with the special provisions for small companies under Part 15 of the Companies Act 2006.

On behalf of the Board



Matthew Burke
Chair of CISC



Date

CATHOLIC INDEPENDENT SCHOOLS' CONFERENCE
Independent Examiner's report
For the year ended 31 March 2024

I report to the charity trustees on my examination of the accounts of the Company for the year ended 31 March 2024.

Responsibilities and basis of report

As the charity's trustees (and also its directors for the purposes of company law) you are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006 ("the 2006 Act").

Having satisfied myself that the accounts of the Company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of your charity's accounts as carried out under section 145 of the Charities Act 2011 ("the 2011 Act"). In carrying out my examination I have followed the Directions given by the Charity Commission under section 145 (5) (b) of the 2011 Act.

Independent Examiner's Statement

I have completed my examination. I confirm that no matters have come to my attention in connection with the examination giving me cause to believe:

1. accounting records were not kept in respect of the Company as required by section 386 of the 2006 Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the accounting requirements of section 396 of the 2006 Act other than any requirement that the accounts give a true and fair view which is not a matter considered as part of an independent examination; or
4. the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities.

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.



Adam Fullerton
(FCA, DChA)
For and behalf of Moore Kingston Smith LLP
Chartered Accountants

6th Floor
9 Appold Street
London
EC2A 2AP

Date: 26/11/2024

CATHOLIC INDEPENDENT SCHOOLS' CONFERENCE
Statement of Financial Activities
(incorporating income and expenditure account)
For the year ended 31 March 2024

	Note	Unrestricted Funds £	Restricted Funds £	Total 2024 £	Total 2023 £
Income					
<i>Income from charitable activities</i>					
Subscriptions		73,597	-	73,597	71,198
Sponsorship		10,280	-	10,280	31,805
Conference income		57,294	-	57,294	92,348
Other income		223	-	223	762
Total Income		141,394	-	141,394	196,113
Expenditure					
Charitable Activities	3	151,837	1,075	152,912	182,452
Total Expenditure		151,837	1,075	152,912	182,452
Net income/ Expenditure) and net movement on funds	12	(10,443)	(1,075)	(11,518)	13,661
Total Funds Brought Forward	12	22,613	12,323	34,936	21,275
Total Funds Carried Forward		12,170	11,248	23,418	34,936

The Statement of Financial Activities includes all gains and losses recognised in the year.

The notes on pages 11 to 16 form an integral part of these accounts.

CATHOLIC INDEPENDENT SCHOOLS' CONFERENCE

Balance Sheet

For the year ended 31 March 2024

	Note	2024 £	2024 £	2023 £	2023 £
Fixed Assets					
Intangible assets	6	1,955		2,975	
Tangible assets	7	<u>-</u>	1,955	<u>-</u>	2,975
Current Assets					
Debtors	9	-		-	
Short term deposits		33,346		39,496	
Cash and cash equivalents		<u>58,197</u>	91,543	<u>64,153</u>	103,649
Creditors: Amounts falling due within one year	10	<u>(70,080)</u>	(70,080)	<u>(68,689)</u>	(68,689)
Net Current Assets			<u>21,463</u>		<u>34,960</u>
Total Net Assets			<u><u>23,418</u></u>		<u><u>37,936</u></u>
Funds					
Unrestricted funds	12		12,170		22,613
Restricted funds			<u>11,248</u>		<u>12,323</u>
			<u><u>23,418</u></u>		<u><u>34,936</u></u>

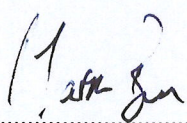
For the financial year in question the company was entitled to exemption under section 477 of the Companies Act 2006 relating to small companies.

No members have required the company to obtain an audit of its accounts for the year in question in accordance with section 476 of the Companies Act 2006.

The directors acknowledge their responsibility for complying with the requirements of the Act with respect to accounting records and preparation of accounts.

These accounts have been prepared in accordance with the provisions applicable to companies subject to small companies' regime.

Approved by the Board of Trustees on19/9/24.....
and signed on their behalf by:


.....
Matthew Burke
Chair of CISC
Company number: 3407765

The notes on pages 11 to 16 form an integral part of these accounts.

CATHOLIC INDEPENDENT SCHOOLS' CONFERENCE

Notes to the Accounts

For the year ended 31 March 2024

1 Accounting Policies

Company information

Catholic Independent Schools' Conference is a charity limited by guarantee and incorporated in England and Wales. The registered office is 49 Park Road, Torquay, England, TQ1 4QR.

The following policies have been used consistently in the preparation of the charity's financial statements.

Basis of Preparation of the Financial Statements

These financial statements have been prepared under the historical cost convention and on the going concern basis which assumes the charitable company will continue in operational existence for the foreseeable future.

The financial statements have been prepared in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102). The charity is a public benefit entity for the purposes of FRS 102 and therefore the charity also prepared its financial statements in accordance with the 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 (The FRS 102 Charities SORP) and the Charities Act 2011.

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

Going concern

The trustees consider that there are no material uncertainties about the Charity's ability to continue as a going concern and that the charity can meet their obligations for the 12 months from the date these accounts are approved.

Income recognition

All income is recognised when there is entitlement to the funds, the receipt is probable and the amount can be measured reliably. Subscriptions are accounted for in the period which the membership relates to and is included in deferred income when the membership relates to the next period.

Expenditure

Expenditure is included in the Statement of Financial Activities on an accruals basis, inclusive of any VAT which cannot be recovered. Expenditure is recognised once there is 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.

Tangible fixed assets

Tangible fixed assets are initially measured at cost and subsequently at cost less depreciation and any impairment losses. Depreciation is provided at rates calculated to write off the cost less residual value of each asset over its expected useful life, as follows:

Office equipment and furniture	33.3% straight line
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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 the SOFA.

CATHOLIC INDEPENDENT SCHOOLS' CONFERENCE
Notes to the Accounts
For the year ended 31 March 2024

1 Accounting Policies (continued)

Intangible fixed assets

Intangible fixed assets are initially measured at cost and subsequently at cost less amortisation and any impairment losses. Amortisation is provided at rates calculated to write off the cost less residual value of each asset over its expected useful life, as follows:

Website development costs	20% straight line
---------------------------	-------------------

Cash and cash equivalents

Cash and cash equivalents include cash in hand, deposits held at call with banks and other short-term liquid investments with original maturities of three months or less.

Basic financial instruments

Basic financial instruments are measured at amortised cost. The charity has no other financial instruments or basic financial instruments measured at fair value.

Debtors and creditors

Debtors and creditors receivable or payable within one year of the reporting date are carried at their transaction price and subsequently measured at amortised cost less any impairment.

Taxation

The organisation is a registered charity and therefore is not liable for income tax or corporation tax on income derived from its charitable activities as it falls within various exemptions available.

Fund Accounting

Funds held by the charity are:

Unrestricted funds - These are funds which can be used in accordance with the charitable objects at the discretion of the trustees.

Restricted funds - These are funds held where the donor has provided for the donation to be spent in furtherance of a specific charitable purpose.

Employee benefits

The costs of short-term employee benefits are recognised as a liability and an expense. The cost of any unused holiday entitlement is recognised in the period in which the employee's services are received.

2 Critical accounting estimates and judgements

In the application of the charity's accounting policies, the board is 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 based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

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

There are no estimates and assumptions which have a significant risk.

CATHOLIC INDEPENDENT SCHOOLS' CONFERENCE
Notes to the Accounts
For the year ended 31 March 2024

3 Analysis of Expenditure

	2024	2023
	Total	Total
	£	£
Staff Costs (see note 4)	75,576	72,804
Other Costs (see below)	77,336	109,648
	<u>152,912</u>	<u>182,452</u>

Other costs are split as follows:

	2024	2023
	£	£
Conference accommodation & catering	38,786	71,834
Professional fees	12,203	8,473
Travelling and subsistence	5,070	4,241
Computer and office equipment	14,456	16,052
Amortisation	1,020	1,020
Telephone	133	123
Insurance	838	827
Networking	1,603	1,668
Training	1,015	-
Restricted fund projects	1,075	-
Other costs	1,137	5,410
	<u>77,336</u>	<u>109,648</u>

4 Staff Costs

	2024	2023
	£	£
a. Wages and Salaries	71,908	69,091
Social Security Costs	3,668	3,713
	<u>75,576</u>	<u>72,804</u>

The average number of employees for 2024 is 1 (2023: 1).

Those higher earning employees are:

	2024	2023
In the band £60,000 - £69,999	-	1
In the band £70,000 - £79,999	1	-

The Trustees consider that the Company Secretary whose costs are detailed above, represents the key management of the charitable company.

CATHOLIC INDEPENDENT SCHOOLS' CONFERENCE

Notes to the Accounts

For the year ended 31 March 2024

4 Staff Costs (continued)

b. Trustees' remuneration and reimbursed expenses

The trustees did not receive any remuneration as statutory directors of the company.

During the year no trustees were reimbursed expenses for travel and subsistence.

The following expenses were incurred during the year: £nil (2023: £1,196) on trustee/staff entertaining, and £nil (2023: £281) on leaving and 'get well soon' gifts.

5 Net movement in funds is stated after charging

	2024	2023
	£	£
This is stated after charging:		
Independent Examiner's remuneration (net of VAT)	5,330	5,200
Amortisation charge	1,020	1,020
	<u>6,350</u>	<u>6,220</u>

6 Intangible Fixed Assets

Cost	Website
Balance at 1st April 2023	5,100
Additions	-
Disposals	-
Balance at 31st March 2024	<u>5,100</u>
Amortisation	
Balance at 1st April 2023	2,125
Charge for the year	1,020
Disposals	-
Balance at 31st March 2024	<u>3,145</u>
Net Book Value	
At 31st March 2024	<u>1,955</u>
At 31st March 2023	<u>2,975</u>

CATHOLIC INDEPENDENT SCHOOLS' CONFERENCE
Notes to the Accounts
For the year ended 31 March 2024

7 Tangible Fixed Assets

Cost	Office Equipment
Balance at 1st April 2023	1,088
Additions	-
Disposals	(1,088)
Balance at 31st March 2024	-
Depreciation	
Balance at 1st April 2023	1,088
Charge for the year	-
Disposals	(1,088)
Balance at 31st March 2024	-
Net Book Value	
At 31st March 2024	-
At 31st March 2023	-

8 Financial instruments

	2024 £	2023 £
Carrying amount of financial liabilities		
Measured at amortised cost:	9,749	9,257

9 Debtors

	2024 £	2023 £
Prepayments & accrued income	-	-

10 Creditors

	2024 £	2023 £
Subscriptions in advance (see note 11)	54,501	56,833
Accruals and other creditors	9,749	9,257
Taxation and Social Security	5,830	2,599

11 Income in advance

	2024 £	2023 £
At beginning of the year	56,833	98,347
Released during the year	(56,833)	(98,347)
Additions in the year	54,501	56,833

At end of the year	54,501	56,833
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CATHOLIC INDEPENDENT SCHOOLS' CONFERENCE

Notes to the Accounts

For the year ended 31 March 2024

12 Reserves	Balance at 1 April 2023	Income	Expenditure	Other losses	Balance at 31 March 2024
	£	£	£	£	
Unrestricted funds	22,613	141,394	(151,837)	-	12,170
Porticus	7,660	-	(1,075)	-	6,585
Jesuits in Britain	4,663	-	-	-	4,663
Restricted reserves	12,323	-	(1,075)	-	11,248
Total reserves	34,936	141,394	(152,912)	-	23,418

Reserves	Balance at 1 April 2022	Income	Expenditure	Other losses	Balance at 31 March 2023
	£	£	£	£	
Unrestricted funds	8,952	196,113	(182,452)	-	22,613
Porticus	7,660	-	-	-	7,660
Jesuits in Britain	4,663	-	-	-	4,663
Restricted reserves	12,323	-	-	-	12,323
Total reserves	21,275	196,113	(182,452)	-	34,936

Restricted funds

The Porticus funding is towards the CISC special schools projects and the CISC school partnership projects with the community.

Jesuits in Britain funding is towards the CISC leadership programme.

13 Company Status

The charity is a registered company limited by guarantee. The members liability is limited in the event of the company being wound up to a contribution of £1 towards the assets of the company. Members comprise the Board of Management.

14 Related Party Transactions

With the exception of trustees reimbursements disclosed in note 4b there were no other related party transactions during the current and preceding year.