

GOVERNORS FOR SCHOOLS

England & Wales · Charity number 1078330

Details

Other names SCHOOL GOVERNORS ONE STOP SHOP, Boards for Education

Status Registered

Legal form Charitable company

Company number [03879854](#)

Registered 1999-11-23

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

Contact

Address Agp
Sycamore House
Sutton Quays Business Park
Sutton Weaver
Runcorn
WA7 3EH

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Email info@governorsforschools.org.uk

Website www.governorsforschools.org.uk

Activities

Objects: THE ADVANCEMENT OF EDUCATION BY MAKING AVAILABLE ADVICE AND ASSISTANCE WITH THE AIM OF STRENGTHENING THE GOVERNING BODIES OF SCHOOLS AND IN PARTICULAR FACILITATING THE RECRUITMENT AND PLACEMENT OF PEOPLE WITH MANAGEMENT SKILLS WHO ARE WILLING TO ACT AS GOVERNORS.

Activities: The principal Activities of the company is the Recruitment of School Governors.

Classification

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

Geography

- Throughout England And Wales

Finances

Period end	Income	Expenditure	Assets	Employees
2025-03-31	£1,598,558	£1,375,135	£569,571	32
2024-03-31	£1,314,273	£1,308,447	£346,148	32
2023-03-31	£967,447	£1,101,152	£340,322	26
2022-03-31	£754,192	£949,752	£474,027	24
2021-03-31	£1,045,158	£940,606	£669,587	22

Trustees

Name	Role	Appointed
Hugo Sean Alleyne	Chair	2024-01-17
Adrian Mclean		2020-10-14
Emma Gregory		2023-06-28
Jocelyn Land		2025-01-30
Katherine Elizabeth Gandon		2026-01-22
Neil Collins		2023-06-28
Simon Dewi Beer		2026-01-22

GOVERNORS FOR SCHOOLS

England & Wales - Charity number 1078330

Accounts



Annual Report

2024–2025

Building exceptional boards

31st March 2025

Company no. 3879854

Charity no. 1078330

**25 years
recruiting
school
governors**

**We supported
the appointment of
1,833 governance
volunteers in over 1,524
schools, academies,
and trusts across
England and Wales**

**40% of these
volunteers are from
a global majority
background, 73%
are under 45, and
8% identified as
being LGBT+**

Annual Report 2024 – 2025

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Legal and administrative information

Board of Trustees

Dominic McGonigal (Chair)
Sean Alleyne
Neil Collins
Emma Gregory
Jocelyn Land (appointed 30th January 2025)
Adrian McLean
Mark Twigg

Ian Armitage (resigned 30th January 2025)
Angela Morrish (resigned 30th January 2025)
Anita Ralli (resigned 23rd April 2024)

Company Secretary

Tara Hill

Chief Executive

Hannah Stolton

Registered Office

Sycamore House
Sutton Quays Business Park
Sutton Weaver
Runcorn
England
WA7 3EH

Company Registration number

3879854

Charity Registration number

1078330

Auditors

AGP Chartered Accountants

Sutton Quays Business Park
Sutton Weaver
Runcorn
WA7 3EH

Bankers

Lloyds Bank

PO Box 1000
Andover
BX1 1LT

Solicitors

A&O Shearman LLP

One Bishops Square
London
E1 6AD

Annual Report 2024 – 2025

Introduction

The Trustees present their annual report together with the audited financial statements for the year ended 31st March 2025, which are also prepared to meet the requirements for a directors' report and accounts for Companies Act purposes.

Who are we?

Structure

Governors for Schools is a company limited by guarantee and a registered charity. The company's Memorandum and Articles of Association are the primary governing documents.

Objectives

We facilitate the recruitment and placement of people with business and management skills who are willing to act as governors and trustees with the aim of strengthening the governing boards of schools and multi-academy trusts. We believe this is of benefit to the public through the advancement of education by making available advice and assistance to all schools.

The company reviews its aims, objectives and activities each year ensuring they remain focused on the stated purpose of the charity. The Trustees refer to the guidance given by the Charity Commission on public benefit during this process and assess how successful each activity has been and what benefits have been brought to the groups of people the charity is set up to help.

Our mission

We are committed to supporting schools and trusts, connecting them with skilled governance volunteers who offer valuable expertise and experience. Through collaboration with diverse partners, we ensure that individuals from a wide range of backgrounds are represented, amplifying voices from across the community at board level.

Our vision

We are working to ensure that every school and trust in England and Wales has excellent governance, driving improved educational outcomes for all children and young people.

Annual Report 2024 – 2025

Our achievements in 2024-25

We supported the appointment of over 1800 volunteers into governance roles.

We reached a more diverse group of volunteers, with 40% of those appointed being from the global majority and 73% being under 45.

We launched our Enhanced Recruitment Service for schools needing a targeted headhunt option to find the right person for their vacancy, and made over 100 appointments through this service.

We engaged 11 new corporate partners, widening the participation in our programme to new industries and those with a variety of skills.

We supported the appointment of 110 volunteers under the age of 25, including those who graduated from our Pathway to Governance programme.

We increased the diversity of our funding, supporting our aim to be financially sustainable for the future.

Financial review of the year

Over the course of the financial period, the charity's focus has been on securing income from a variety of sources so that we are not reliant on the 80/20 Charitable Fund.

The principal funding sources of the charity are:

Grant from the 80:20 Charitable Trust

This grant has been to support the charity diversify its income by adding the introduction of fees for the delivery of some services to schools, academies and corporations to ensure its ongoing viability as a charity. The grant has been given for a 3-year period to March 2026. Lack of continued funding from the 80:20 Trust will have a significant impact on the charity and so significant effort has been put into growing income from other sources.

Corporate Partner Income

Our corporate partners support our work by introducing new volunteers to school governance roles. Through their support we continue to offer a free to schools matching service, finding them governance volunteers with the valuable skills they need.

Financial review of the year (continued)

School and Trust Income

Over the financial period we have continued to develop our paid for services to schools and trusts. These services provide recruitment support over and above our matching service with direct outreach and headhunt of volunteers. The services are provided at cost, or less, to support our charitable aims. Through launching our Enhanced Governor Recruitment Service we have secured additional income and expect to grow this considerably over the next three years. In addition to this, we expect to continue to grow both our Chair and Trustee Recruitment Services which have been recently established.

WCVA Grant

We have been awarded a grant by WCVA which is being used to develop an offer for communities and companies in Wales to support board level volunteering. We hope it will mean that we can access more volunteers to fill vacancies on governing boards on Welsh schools.

Trust & Foundation Income

Our Pathway to Governance programme has secured funding from trusts and foundations, as well as a Local Authority and a University. The programme aims to diversify those sitting on governing boards by preparing them for the role through training and support.

Annual Report 2024 – 2025

Chair's foreword

As a chair of trustees and chair of governors, I know that finding new volunteers to join a board can be a challenge. Sourcing people with the skills you need, the time, the motivation, and the enthusiasm for the opportunity to really make a difference is a time-consuming process. Identifying individuals who can bring fresh perspectives and sit outside of your networks is essential, but it makes the task even harder.

It's with this knowledge and experience that we continue to develop the services that Governors for Schools offers. We're tailoring our support to ensure that we can free up the time of those who already do so much for schools and trusts, to really make a difference.

At the same time, we're continuing to improve diversity on school boards. Bringing together a group of people who truly represent the views and thinking of their community is key to ensuring a board challenges effectively, avoids groupthink and draws on an understanding of the pupils it serves.

This year, we were delighted to celebrate 25 years of supporting schools and trusts. Over those 25 years, we have engaged with many thousands of volunteers, bringing their expertise and skills to boards that will benefit from the skills they bring. I would like to take the opportunity to thank all those who freely give their time and expertise to support the school sector through governance roles of all kinds. The value you add individually and collectively is enormous, and we are proud to have supported so many of you to take on these roles.

Right now, we are focused on securing our future to ensure that we are here for schools and trusts for the next 25 years. We make a small charge to find skilled governors for schools, but this alone is not enough to sustain the service. So, we are deeply grateful to our corporate partners and philanthropists who ensure that we can continue to provide this service.

Dominic McGonigal

Chair, Governors for Schools



Annual Report 2024 – 2025

CEO's report

As part of our three-year strategy, the past 12 months have seen a significant amount of change within our organisation. I would like to thank all those who have worked with Governors for Schools during this period for their hard work and commitment to our mission. We have restructured our teams to better position ourselves for future success; however, as is often the case during times of change, this has not been without its challenges. We were very sorry to see members of our team, both at an operational and a trustee level, leave the charity this year.

Despite these changes, I am proud of all that has been achieved. As a charity, we have supported the appointment of over 1800 skilled volunteers into governance roles across England and Wales. We know that these individuals will go on to have an immense impact within the schools and trusts they serve.

In April, we launched our Enhanced Recruitment Service, a bespoke offering that supports schools in need of specific skill sets or those who have been struggling to fill long-standing vacancies with the right person. Feedback has been very positive indeed, and we're delighted that so many schools and trusts have already commissioned us to find more governors through the service, having had success in their initial recruitment round. It's been a privilege to collaborate with so many from the sector who truly recognise the value of effective governance.

Throughout the year, we also focused more of our efforts on engaging volunteers from our corporate partners. A snapshot survey revealed that 100% of these volunteers placed a year ago are still in their role. This shows that with support and encouragement from their employers, volunteers are more likely to stay in their role, thus deepening their impact.

In early 2025, we also launched a key research project to update our understanding of the skills and attitudes needed by governance volunteers through surveying governance professionals and governors. This research builds on previous work and will guide our recruitment efforts in the years ahead.

Looking forward, we have developed a strategy to ensure that we continue to meet the governance recruitment needs of schools and trusts. By expanding the services we offer, we're confident that we can identify the skilled and engaged individuals needed to strengthen their boards.

Thank you to all those who worked with us over the past year – volunteers, schools, trusts, partners, and funders. Without you, we would not be here. We look forward to continuing our work with you all in the future, and hope to be able to keep doing so for many years to come.

Hannah Stolton

CEO, Governors for Schools



Annual Report 2024 – 2025

Update on our aspirations

In January 2024, we set out our 5 aspirations for the sector. Over the past year we've seen notable progress against those goals.

Schools and trusts need to invest in governance, recognising the vital role it plays in securing strong leadership and improving pupil outcomes.

We had almost 5,000 vacancies registered with our services in the last financial year – evidence that more schools and trusts are taking a proactive approach to their governance needs. There's a growing recognition that to have the right people around the table, both time and money are needed to get recruitment, training, and support right.

All boards need to show their commitment to staff and pupil mental health by having a wellbeing governor.

Our recent survey showed that trusts value this role, particularly at the local level, where governors can effectively support school staff and pupil wellbeing. Over a third of governance professionals cited wellbeing as one of the 5 key skills needed on their board.

Schools and trusts should ensure diversity of skills, backgrounds, and experiences on their boards.

Over the past year, the proportion of volunteers appointed via our service from a global majority background has increased from 35% in 2023/24 to 40% in 2024/25. The age demographic has shifted too; while 69% of our appointed volunteers in 2023/24 were under 45, 2024/25 saw an increase to 73%.

All governors and trustees need to be provided with induction and ongoing training, including access to peer support, to help them in their first six months.

Over the past year, almost 1,000 people have accessed our induction eLearning resources, ensuring they are well prepared for the role and deepening their impact in the first 6 months.

All employers should recognise the value of their employees volunteering in school governance roles and support them to do so, creating valuable links with industry.

This year we doubled the number of volunteers recruited via our corporate partners. Having found that volunteers who are supported by their employer are much more likely to stay in role, we continue to encourage employers to promote governance to their staff.

Our recruitment services

Funded Service

Our free-to-access service continues to provide the majority of our volunteers with positions. Supported by our corporate partnerships, we're able to provide a matching service to schools across England and Wales and over the last year, over 1500 of our volunteers were placed via this route.

"Our partnership with Governors for Schools has been invaluable in connecting Amazon employees with local schools to make a difference in the education sector. Their expert support and resources have enabled us to create meaningful volunteering opportunities where our employees can share their professional expertise while developing their own leadership skills through specialised training. This collaboration has strengthened our community engagement and created lasting impact in local schools where it matters most."

Tyler Anderson-Graham
Amazon



Enhanced Recruitment Service

Launched this year, our Enhanced Recruitment Service has secured the appointment of just under 100 individuals. It's provided schools that are struggling to fill their vacancies with a tailored offering that meets their needs. Our approach, which includes proactive outreach and headhunting, has also enabled the recruitment team to reach a previously untapped pool of volunteer talent.

"A great service delivering great results. In mid-2024, the need arose to recruit the majority of a new Governing Board including a new chair, for a secondary that had been re-brokered. The need was urgent - bearing in mind how long it can take to find quality, committed new governors and particularly chairs who can hit the ground running. I used the Governors for Schools service and within 5 months had been able to recruit a full, balanced governing board of quality, committed people bringing the necessary range and depth of experience to support and add value to the school. The process was slick and easy to work with. Thank you Governors for Schools."

Phil Harris-Bridge
Heath Lane Academy, part of United Learning Trust

Heath Lane Academy



The best in everyone
Part of United Learning

Annual Report 2024 – 2025

Our recruitment services

Chair Recruitment Service

Moving into its second year of operation, the Chair Recruitment Service has grown to meet the needs of the sector. With almost 60 chair appointments made in the past 12 months, we're working to strengthen governing boards through effective leadership. With additional support from the team at IGovS, we're confident that volunteers can hit the ground running in this vital role and, over their term, make a sustainable long-term contribution to the board.

"Governors for Schools has successfully supported us with recruiting members for our Local Academy Councils (LACs), so when we needed to recruit a new LAC Chair, their Chair Recruitment Service seemed a great (and cost effective) option.

The support we received was excellent. In the initial conversation, they really took time to understand our trust, the school and what we were looking for in a local Chair, which meant that they could focus their search. And we are delighted to have successfully recruited a new Local Academy Chair within 4 months of making initial contact with GfS "

Emma Arnott

Director of Governance and Development
Forward Education Trust



Trustee Recruitment Service

Our Trustee Recruitment Service grew by 70% in the last financial year, highlighting the strong demand and value it brings to the sector. In its third year, the service has continued to improve, with refined processes that ensure volunteers and trusts receive excellent, specialist support that makes a real difference. Our "Becoming a Trustee" and "First 100 Days as a Trustee" eLearning modules are proving to be a vital resource for volunteers as they take up the role.

"At SECAT, we recognise that strong governance is vital to the success and sustainability of our Trust. Our partnership with Governors for Schools over the past year has been a key part of strengthening our Board. Through the Trustee Recruitment Service (TRS), we have successfully appointed individuals with the right skills, experience, and passion for education to help drive our strategic priorities forward. The process has been efficient, supportive, and tailored to our needs, with Governors for Schools taking a proactive approach to understanding our context and requirements. Each Trustee recruited has brought fresh perspectives, expertise, and a strong commitment to our mission, adding significant value to our leadership capacity. We greatly appreciate the role Governors for Schools has played in supporting the sector and would highly recommend the Trustee Recruitment Service to other Trusts seeking to build strong, effective governance structures."

Katy Love

Governance Manager
Southend East Community Academy Trust



Partnerships and programmes

Pathway to Governance

Our Pathway to Governance Programme has gained significant momentum this year. Engaging young people with the opportunity through early support and an immersive mock board experience gives them the confidence to step into the role and share their thoughts and perspectives. We've been delighted to run the programme for 9 cohorts, seeing 69 people graduate from the programme, and a further 80 enrolled and progressing through the pathway. Our thanks go to the organisations, trusts, and foundations whose financial support enables us to run this programme.

"The programme has been excellent, sourcing and supporting a diverse and enthusiastic cohort to get their first experience of school governance."

Owen Rees

Head of Governor Services & Company Secretary
Camden Learning



Working with corporate partners

Over the past year, we've strengthened our partnerships with employers of all sizes. With their support, we've more than doubled the number of volunteers recruited from their teams, enabling us to maintain a free, accessible service for schools.

This year, we're excited to have launched new and successful partnerships with 11 additional organisations. We're proud to be expanding the range of industries we collaborate with, enriching school boards with a diverse array of skills. It's been a privilege to help place their employees in roles across the country.

Our partners ensure that we can bring greater diversity to boards. Through their networks, we're able to reach volunteers who don't realise that the role is open to them. Further, they frequently express a strong desire to support schools in the most disadvantaged areas. Through our dedicated Partnerships Managers, we're able to support them to have the impact they want across England and Wales.

37%

of volunteers recruited via our corporate partner network have been appointed at schools that serve underprivileged* communities

86%

are under 45

44%

are from the global majority

*According to IDACI score

Our corporate partnerships



Our university partnerships



Working with universities and the public sector

With over 40 universities partnered with us and sharing recruitment resources with their people, we've been able to recruit over 400 volunteers across England and Wales. Through both staff and alumni networks our university partners help us to further the geographical reach of skilled volunteers and support our drive to recruit young governors.

This year, we refreshed resources for our university and public sector partners to encourage ongoing recruitment across the year. Organisations can now easily access communications to promote school governance on our website. By working collaboratively with university and public sector organisations, we're able to identify common goals in skill development and community engagement, while successfully placing more people into school governance roles.

Annual Report 2024 – 2025

Our objectives for the year ahead

To appoint over 1600 volunteers to governor and trustee roles.

To engage more schools and trusts with our services, ensuring they benefit from our support.

To build on our current relationships with partners, and developing new ones, to ensure we can continue to provide a “free-to-access” service for schools.

To run programmes, projects and campaigns which enable us to engage with new volunteers who have not previously considered the role.

To secure funding and create a clear pathway for the development of our charity, to ensure future sustainability.

Good governance

The trustees meet quarterly to monitor progress and make decisions concerning the strategic direction of the charity. The Chief Executive attends all board meetings. The board approves the annual Business Plan and detailed budget. The staff of Governors for Schools are authorised to work within the framework of the Business Plan and budget under the direction of the Chief Executive. The trustees receive reports from the Chief Executive, comprising financial, statistical, and other information to enable them to measure the company's performance against budget, targets, and objectives for the year.

New trustees are recruited to the board as required in order to ensure that the board membership has the proper range of skills and competencies. A skills audit is undertaken regularly to identify gaps in expertise.

None of the trustees receive remuneration or other benefit from their work with the charity. Any connection between a trustee or senior manager of the charity must be disclosed to the full board of trustees. In the current year no such related party transactions were reported, other than as disclosed in the notes to the accounts.

Risk management

The Company has a comprehensive on-going and up-to-date risk register. The board takes direct responsibility for management of risk in two business critical areas; these areas are cessation or reduction of funding and the performance of the Chief Executive. The other risks are designated as operational and the Chief Executive is responsible for monitoring changes and alerting the board.

Reserve policy

The trustees' current policy is to hold sufficient reserves to provide working capital to meet contracted commitments, 3 months operating costs, and an organised winding down of the company should this ever be required.

These reserves are reflected in the designated reserve fund shown in the accounts. Donations from supporting organisations are sought early in the financial year to provide working capital for the year ahead.

Reserves at the end of the year consisted of:

- Restricted Fund £11,697
- Designated Fixed Asset Fund (to be matched against future depreciation charges) £7,771
- Designated Reserve Fund £326,358
- Unrestricted Funds of £223,745

Trustees' responsibilities

The trustees (who are also directors of Governors for Schools for the purposes of company law) are responsible for preparing the Trustees' Annual 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.

Under company law the trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that period. In preparing these financial statements, the trustees are required to:

- Select suitable accounting policies and apply them consistently
- Observe the methods and principles in the Charities SORP
- Make judgments and estimates that are reasonable and prudent
- State whether applicable UK accounting standards have been followed, subject to any departures disclosed and explained in the financial statements
- Prepare the accounts on a going concern basis unless it is inappropriate to presume that the charity will continue in business

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

Annual Report 2024 – 2025

Small Company Provision

This report has been prepared in accordance with the provisions applicable to companies entitled to the small companies' exemption. The Report of the Trustees' was signed on behalf of the board of directors

On: 15 October 2025

By: 

Dominic McGonigal
Chair of Trustees

Governors for Schools

Company Limited by Guarantee

Independent Auditor's Report to the Trustees of Governors for Schools

Year ended 31 March 2025

Opinion

We have audited the financial statements of Governors for Schools (the 'charity') for the year ended 31 March 2025 which comprise the statement of financial activities, income and expenditure account, statement of financial position, statement of cash flows and notes to the financial statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including FRS 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 March 2025 and of its incoming resources and application of resources for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice;
- have been prepared in accordance with the requirements of the Charities Act 2011.

Basis for opinion

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

Conclusions relating to going concern

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

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

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

Governors for Schools

Company Limited by Guarantee

Independent Auditor's Report to the Trustees of Governors for Schools (*continued*)

Year ended 31 March 2025

Other information

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

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of 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.

Matters on which we are required to report by exception

We have nothing to report in respect of the following matters in relation to which the Charities (Accounts and Report) Regulations 2008 requires us to report to you if, in our opinion:

- the information given in the trustees' report is inconsistent in any material respect with the financial statements; or
- sufficient accounting records have not been kept; or
- the financial statements are not in agreement with the accounting records; or
- we have not received all the information and explanations we require for our audit.

Responsibilities of trustees

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

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

Governors for Schools

Company Limited by Guarantee

Independent Auditor's Report to the Trustees of Governors for Schools (*continued*)

Year ended 31 March 2025

Auditor's responsibilities for the audit of the financial statements

We have been appointed as auditor under section 144 of the Charities Act 2011 and report in accordance with the Act and relevant regulations made or having effect thereunder.

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists.

Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

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:

Our approach to identifying and assessing the risks of material misstatement in respect of irregularities, including fraud and non-compliance with laws and regulations, was as follows:

- the engagement partner ensured that the engagement team collectively had the appropriate competence, capabilities and skills to identify or recognise non-compliance with applicable laws and regulations;
- we identified the laws and regulations applicable to the charitable company through discussions with trustees and other management, and from our commercial knowledge and experience of the sector;
- we focused on specific laws and regulations which we considered may have a direct material effect on the financial statements or the operations of the charitable company;
- we assessed the extent of compliance with the laws and regulations through making enquiries of management and inspecting legal correspondence; and
- identified laws and regulations were communicated within the audit team regularly and the team remained alert to instances of non-compliance throughout the audit.

We assessed the susceptibility of the charitable company's financial statements to material misstatement, including obtaining an understanding of how fraud might occur, by:

- making enquiries of management as to where they considered there was susceptibility to fraud, their knowledge of actual, suspected and alleged fraud; and
- considering the internal controls in place to mitigate risks of fraud and non-compliance with laws and regulations.

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

- performed analytical procedures to identify any unusual or unexpected relationships;
- tested journal entries to identify unusual transactions;
- assessed whether judgements and assumptions made in determining the accounting estimates

Governors for Schools

Company Limited by Guarantee

Independent Auditor's Report to the Trustees of Governors for Schools (*continued*)

Year ended 31 March 2025

were indicative of potential bias; and

- investigated the rationale behind significant or unusual transactions.

In response to the risk of irregularities and non-compliance with laws and regulations, we designed procedures which included, but were not limited to:

- agreeing financial statement disclosures to underlying supporting documentation;
- reading the minutes of meetings of those charged with governance;
- enquiring of management as to actual and potential litigation and claims; and
- reviewing correspondence with HMRC, relevant regulators and the charitable company's legal advisors.

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 trustees 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.

As part of an audit in accordance with ISAs (UK), we exercise professional judgment and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the trustees.
- Conclude on the appropriateness of the trustees' use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the charity's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the charity to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

Governors for Schools

Company Limited by Guarantee

Independent Auditor's Report to the Trustees of Governors for Schools *(continued)*

Year ended 31 March 2025

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.

AGP Chartered Accountants is eligible for appointment as auditor of the company by virtue of its eligibility for appointment as auditor of a company under section 1212 of the Companies Act 2006.

Use of our report

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

AGP

AGP
Chartered Accountants & statutory auditor
Sycamore House
Sutton Quays Business Park
Sutton Weaver
Runcorn
Cheshire
WA7 3EH

15 OCTOBER 2025

GOVERNORS FOR SCHOOLS

STATEMENT OF FINANCIAL ACTIVITIES

For the year ended 31st March 2025

	Note	Un- Restricted Funds £	Restricted Funds £	Total Funds 2024/2025 £	Total Funds 2023/2024 £
Income					
Income from Charitable Activities:					
Donations	5	48,554	54,360	102,914	125,747
Grants	6	1,034,273	0	1,034,273	900,000
Investment Income	7	5,856	0	5,856	5,033
Chargeable Services		455,515	0	455,515	283,493
Other					
Total Income		1,544,198	54,360	1,598,558	1,314,273
Expenditure					
Expenditure on Charitable Activities:					
Raising funds		240	0	240	230
Recruiting & Placement of School Governors	8	860,729	47,663	908,392	998,167
Chargeable Services	8	466,503	0	466,503	310,050
Total Expenditure		1,327,472	47,663	1,375,135	1,308,447
Net (Expenditure) / Income for the Year Before Transfers		216,726	6,697	223,423	5,826
Transfers between Funds:		0	0	0	0
Net (Expenditure) / Income for the Year		216,726	6,697	223,423	5,826
Other Recognised Gains and Losses		0	0	0	0
Net Movement in Funds		216,726	6,697	223,423	5,826
Reconciliation of Funds					
Balances brought forward at 1 April 2024		341,148	5,000	346,148	340,322
Balances carried forward at 31 March 2025		557,874	11,697	569,571	346,148

The statement of financial activities includes all gains and losses and losses recognised in the year.
All income and expenditure derives from continuing activities.

GOVERNORS FOR SCHOOLS

INCOME & EXPENDITURE
For the year ended 31st March 2025

	Note	TOTAL 2024/2025 £	TOTAL 2023/2024 £
Income			
Other Restricted	5	54,360	20,000
Donations Unrestricted	5	48,554	105,747
Grants Unrestricted	6	1,034,273	900,000
Other Unrestricted		461,371	288,526
Total Income		1,598,558	1,314,273
Expenditure			
Salaries	9	1,115,706	1,063,431
Other Operational Charges		249,988	234,839
Depreciation	10	9,441	10,177
Total Expenditure		1,375,135	1,308,447
Surplus of expenditure over income		223,423	5,826
Net Transfer to/from Funds		223,423	5,826
Restricted fund		6,697	(1,683)
Designated Fixed Asset Fund		(6,405)	(888)
Designated Reserve Fund		111,358	0
Unrestricted Fund		111,773	8,397
		223,423	5,826

GOVERNORS FOR SCHOOLS

STATEMENT OF FINANCIAL POSITION

As at 31st March 2025

	Note	£	2024/2025 £	2023/2024 £
Fixed Assets				
Tangible fixed assets	10		7,771	14,176
Current Assets				
Debtors & Prepayments	11	55,647		96,770
Cash at bank and in hand		683,964		366,682
		739,611		463,452
Liabilities				
Creditors falling due within one year	12	177,811		131,480
Net Current Assets			561,800	331,972
Total Assets less Current Liabilities			569,571	346,148
Net Assets			569,571	346,148
Funds				
Restricted Fund	13		11,697	5,000
Designated Fixed Asset Fund			7,771	14,176
Designated Reserve Fund			326,358	215,000
Unrestricted Fund			223,745	111,972
			569,571	346,148

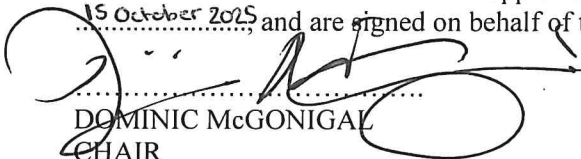
For the year ending 31 March 2025 the charity was entitled to exemption from audit under section 477 of the Companies Act 2006 relating to small companies.

Directors' responsibilities:

- The members have not required the company to obtain an audit of its financial statements for the year in question in accordance with section 476;
- The directors acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and the preparation of financial statements.

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

These financial statements were approved by the board of trustees and authorised for issue on 15 October 2025, and are signed on behalf of the board by:



 DOMINIC MCGONIGAL
 CHAIR

GOVERNORS FOR SCHOOLS

STATEMENT OF CASH FLOWS

As at 31st March 2025

	2024/2025	2023/2024
	£	£
Cash flows from operating activities		
Net income	223,423	5,826
<i>Adjustments for:</i>		
Depreciation and impairment of tangible fixed assets	9,441	10,177
Other interest receivable and similar income	(5,856)	(5,033)
Accrued (income)/expenses	67,739	5,805
<i>Changes in:</i>		
Trade and other debtors and prepayments	41,123	(43,634)
Trade and other creditors	(21,408)	22,954
Cash generated from operations	<u>314,462</u>	<u>(3,905)</u>
Interest received	5,856	5,033
Net cash (used in)/from operating activities	<u><u>320,318</u></u>	<u><u>1,128</u></u>
Cash flows from investing activities		
Purchase of tangible assets	(3,036)	(9,289)
Net cash used in investing activities	<u><u>(3,036)</u></u>	<u><u>(9,289)</u></u>
Net (decrease)/increase in cash and cash equivalents	317,282	(8,161)
Cash and cash equivalents at beginning of year	<u>366,682</u>	<u>374,843</u>
Cash and cash equivalents at end of year	<u><u>683,964</u></u>	<u><u>366,682</u></u>

GOVERNORS FOR SCHOOLS

NOTES TO THE ACCOUNTS

1 General information

The charity is a public benefit entity and a private company limited by guarantee, registered in England and Wales and a registered charity in England and Wales. The address of the registered office is Sycamore House, Sutton Quays Business Park, Sutton Weaver, Runcorn, Cheshire, WA7 3EH.

2 Statement of compliance

The financial statements of the charitable company, which is a public benefit entity, have been prepared in compliance with FRS 102, 'The Financial Reporting Standard applicable in the UK and the Republic of Ireland', 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 (FRS 102) (Charities SORP (FRS 102)) and the Companies Act 2006.

3 Accounting Policies

3.1 Basis of preparation

The financial statements have been prepared on the historical cost basis, as modified by the revaluation of certain financial assets and liabilities measured at fair value through income or expenditure.

The financial statements are prepared in sterling, which is the functional currency of the entity.

3.2 Going concern

The Trustees consider there are no material uncertainties about the charity's ability to continue.

3.3 Judgements and key sources of estimation uncertainty

The preparation of the financial statements requires management to make judgements, estimates and assumptions that affect the amounts reported. These estimates and judgements are continually reviewed and are based on experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances.

3.4 Fund Accounting

- Unrestricted funds are available for use at the discretion of the trustees in furtherance of the general objectives of the charity.
 - Designated funds are unrestricted funds earmarked for particular purposes.
 - Restricted funds are subjected to restrictions on their expenditure imposed by the donor.
-
-

GOVERNORS FOR SCHOOLS

NOTES TO THE ACCOUNTS (Continued)

3.5 Recognition of Income

All incoming resources are included in the statement of financial activities when the charity is entitled to the income and the amount can be quantified with reasonable accuracy. Incoming resources received for specific purposes are included in the statement of financial activities. The balance of income received for specific purposes but not matched to relevant expenditure during the period is shown in the Restricted Income Fund and Balance Sheet.

- Income from charitable activities and donations is received by way of grants, sponsorship and donations and is included in full in the Statement of Financial Activities when receivable. Grants, where entitlement is not conditional on the delivery of a specific performance by the charity, are recognised when the charity becomes unconditionally entitled to the grant.
- Intangible income represents services and facilities donated by third parties and is included at the value to Governors for Schools where this can be quantified by the Board and where provided at a cost to the third party.

3.6 Expenditure

All payments are recognised in the accounts in the year to which they relate. Expenditure is recognised on an accruals basis as a liability is incurred.

- Charitable expenditure comprises those costs incurred by the charity in the delivery of its activities. It includes both costs that can be allocated directly to such activities and those costs of an indirect nature necessary to support them.
- Governance costs include those costs associated with meeting the constitutional and statutory requirements of the charity and include the audit fees and costs linked to the strategic management of the charity.
- All costs are allocated between the expenditure categories of the SoFA on a basis designed to reflect the use of the resource.
- Costs relating to a particular activity are allocated directly; others are apportioned on an appropriate basis.

3.7 Chargeable Services

Where chargeable services relate to a specific period, income is recognised on a monthly basis with the balance treated as deferred income. Chargeable services income is shown net of VAT. Costs are allocated monthly against annual fees or service charges to cover delivery resource, with cost apportionment/allocation relating to direct salary costs incurred and the direct operational costs of service delivery.

3.8 Fixed Assets and Depreciation

Purchases are capitalised where the expected useful life of the items exceed one year and where the cost of acquisition exceeds £500 including VAT. Assets are depreciated over their expected useful life by the straight line method. The classes and standard asset lives are reviewed annually. The depreciation rates applied to the main categories of assets are as follows:

Class of Asset	Standard Useful Life
Computer Equipment & Furniture	3 years

GOVERNORS FOR SCHOOLS

NOTES TO THE ACCOUNTS (Continued)

3.9 Debtors

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

3.10 Creditors and provisions

Creditors and provisions are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

3.11 Taxation

The company is a registered charity and as such is exempt from Income and Corporation taxes under the provision of the Income and Corporation Taxes Act 1988. The cost of Value Added Tax incurred by the company has been included in the Income and Expenditure Account.

3.12 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 the carrying value at their settlement value with the exception of banks loans which are subsequently measured at amortised cost using the effective interest method.

3.13 Pensions

Contributions to defined contribution plans are recognised as an expense in the period in which the related service is provided. Prepaid contributions are recognised as an asset to the extent that the prepayment will lead to a reduction in future payments or a cash refund.

When contributions are not expected to be settled wholly within 12 months of the end of the reporting date in which the employees render the related service, the liability is measured on a discounted present value basis. The unwinding of the discount is recognised as a finance cost in profit or loss in the period in which it arises.

3.14 Operating lease agreements

Rentals applicable to operating leases where substantially all of the benefits and risks of ownership remain with the lessor are charged against profits on a straight line basis over the period of the lease.

4 Limited by guarantee

The company is limited by guarantee and does not have a share capital. The liability of the members is limited in the event of the company being wound up to such amount as may be required not exceeding one pound.

GOVERNORS FOR SCHOOLS

NOTES TO THE ACCOUNTS (Continued)

5	Donations	2024/2025	2023/2024
		£	£
	Allen & Overy Foundation	0	5,000
	Tenzing	0	50,000
	Amazon Smile	0	29
	Frances Jacob	48,000	48,000
	JustGiving	2	243
	Smoothwall Ltd	0	3,000
	GovernorHub	0	10,000
	Jack Petchey Foundation	0	2,000
	Charities Aid Foundation	280	0
	Charities Trust	50	0
	Unknown	75	0
	Benevity	147	190
	Amazon	0	2,085
	Schools Support Services	0	100
	Services for Schools	0	100
	Institute of Physics	0	5,000
	Schroder Charity Trust	5,000	0
	The Wixamtree Trust	5,300	0
	William Leech Charity	1,000	0
	The Rowlands Trust	10,560	0
	The 29 th May 1961 Trust	7,500	0
	Heart of Bucks Young Futures Fund	5,000	0
	Amazon	20,000	0
		<u>102,914</u>	<u>125,747</u>
6	Grants	2024/2025	2023/2024
		£	£
	80:20 Charitable Trust	1,034,273	900,000
		<u>1,034,273</u>	<u>900,000</u>

GOVERNORS FOR SCHOOLS

NOTES TO THE ACCOUNTS (Continued)

7 Investment Income

	2024/2025 £	2023/2024 £
Bank Interest	5,856	5,033
	5,856	5,033

8 Charitable Activities

	2024/2025 £	2023/2024 £
Marketing	12,017	18,782
Business Development	0	16,090
Impact and Governor Support	26,548	13,558
Website & Database	44,863	59,318
Salaries & Expenses	745,762	829,806
Administration	56,852	32,599
Occupancy Costs	0	4,707
Depreciation	9,441	10,177
Office Equipment	528	2,587
Legal & Professional	6,561	5,023
	902,572	992,647
Governance Costs		
Auditors' Remuneration - Audit Fee	5,820	5,520
	5,820	5,520
Chargeable Services Costs		
Salaries & Expenses	396,204	264,539
Operational costs	70,299	45,511
	466,503	310,050

9 Remuneration

9.1 The Board Chairman & Directors

The Chairman & Directors did not receive any remuneration for their services. No expenses were paid during the year.

9.2 Analysis of Employees

	Average Number Of Employees 2024/2025	Average Number Of Employees 2023/2024
Category of Employment		
Chief Executive	1	1
Administration	4	4
Delivery, Support & Impact	27	27
	32	32

GOVERNORS FOR SCHOOLS

NOTES TO THE ACCOUNTS (Continued)

9.3 Analysis of Staff Costs

Total staff costs for the year were

Salaries	Total 2024/2025 £	Total 2023/2024 £
Salaries	992,251	947,777
Employer's Pension	27,685	26,580
Employer's NIC	95,770	89,074
	1,115,706	1,063,431

The amount recognised in the Statement of Financial Activities as an expense in relation to defined contribution pension plans was £27,685.

The amount recognised in the Statement of Financial Activities as an expense in relation to redundancy pay (ex-gratia payments) was £9,627.

The number of employees whose emoluments (salaries, wages and benefits in kind) fell within the following band:

	2024/2025 £'000	2023/2024 £'000
£80,000 - £89,999	1	1

During the year pension contributions of £6,423 were paid for this member of staff.

10 Fixed Assets Analysis of Fixed Assets

	Computers & Furniture £	Total 2024/2025 £	Total 2023/2024 £
Cost			
as at 1 April 2024	65,972	65,972	56,683
Purchased in year	3,036	3,036	9,289
Disposal of equipment	0	0	0
Cost as at 31 st March 2025	69,008	69,008	65,972
Depreciation			
as at 1 April 2024	51,796	51,796	41,619
Charge for the year	9,441	9,441	10,177
Depreciation on Disposal	0	0	0
as at 31 st March 2025	61,237	61,237	51,796
Net Book Value			
as at 1 April 2024	14,176	14,176	15,064
as at 31 st March 2025	7,771	7,771	14,176

GOVERNORS FOR SCHOOLS

NOTES TO THE ACCOUNTS (Continued)

11 Assets

Debtors & Prepayments	Total 2024/2025	Total 2023/2024
	£	£
Trade Debtors	20,460	55,230
Prepayments	35,187	41,540
	55,647	96,770

12 Liabilities

Creditors falling due within one year	Total 2024/2025	Total 2023/2024
	£	£
Creditors	1,033	17,211
Accruals and Deferred Income	164,969	97,230
Taxation	11,809	17,039
	177,811	131,480

Where chargeable services relate to a specific period, income is recognised on a monthly basis with the balance treated as deferred income.

	Total 2024/2025	Total 2023/2024
	£	£
Deferred income brought forward	91,470	85,633
Released from the prior year	(91,470)	(85,633)
Deferred in the current year	157,224	91,470
Deferred income carried forward	157,224	91,470

13 Unrestricted Funds

	Balance 2023/2024	Incoming	Expenditure, Gains, Losses & Transfer	Total 2024/2025
	£	£	£	£
General Funds	111,972	1,432,840	1,321,067	223,745
Designated Fixed Asset Fund	14,176	0	6,405	7,771
Designated Reserve Fund	215,000	111,358	0	326,358
	341,148	1,544,198	1,327,472	557,874

	Balance 2022/2023	Incoming	Expenditure, Gains, Losses & Transfer	Total 2023/2024
	£	£	£	£
General Funds	103,575	1,294,273	1,285,876	111,972
Designated Fixed Asset Fund	15,064	0	888	14,176
Designated Reserve Fund	215,000	0	0	215,000
	333,639	1,294,273	1,286,764	341,148

GOVERNORS FOR SCHOOLS

NOTES TO THE ACCOUNTS (Continued)

The purpose of the designated fixed asset fund is to be matched against future depreciation charges.

The purpose of the designed reserve fund is to hold sufficient reserves to provide working capital to meet contacted commitments, 3 months operating costs and an organised winding down of the company should this ever be required.

14 Restricted Funds

	Balance 2023/2024	Incoming	Expenditure, Gains, Losses & Transfer	Total 2024/2025
	£	£	£	£
Allen & Overy Foundation	5,000	0	5,000	0
Schroder Charity Trust	0	5,000	4,176	824
The Wixamtree Trust	0	5,300	4,176	1,124
William Leech Charity	0	1,000	1,000	0
The Rowlands Trust	0	10,560	5,220	5,340
The 29 th May 1961 Trust	0	7,500	5,481	2,019
Heart of Bucks Young Futures Fund	0	5,000	2,610	2,390
Amazon	0	20,000	20,000	0
	5,000	54,360	47,663	11,697
	Balance 2022/2023	Incoming	Expenditure, Gains, Losses & Transfer	Total 2023/2024
	£	£	£	£
Allen & Overy	2,501	0	2,501	0
Allen & Overy Foundation	0	5,000	0	5,000
Institute of Physics	0	5,000	5,000	0
National Lottery	4,182	0	4,182	0
GovernorHub	0	10,000	10,000	0
	6,683	20,000	21,683	5,000

Restriction

Allen & Overy Foundation

Restricted donation to support a pathway to governance cohort of Sutton Trust alumni.

Schroder Charity Trust

Restricted donation to support pathway to governance cohorts in England and Wales.

The Wixamtree Trust

Restricted donation to support a pathway to governance cohort in Bedfordshire.

William Leech Charity

Restricted donation to support a pathway to governance cohort in the North East of England.

The Rowlands Trust

Restricted donation to support a pathway to governance cohort in the West Midlands.

GOVERNORS FOR SCHOOLS

NOTES TO THE ACCOUNTS (Continued)

Heart of Bucks Young Futures Fund

Restricted donation to support a pathway to governance cohort in Buckinghamshire.

The 29th May 1961 Trust

Restricted donation supporting a pathway to governance cohorts in Coventry and Warwickshire.

Amazon

Restricted donation to facilitate the placement of 50 governors to school boards within the local communities of their operational sites.

15 Analysis of Net Assets Between Funds

	Unrestricted Funds £	Restricted Funds £	Total 2024/2025 £
Tangible Fixed Assets	7,771	0	7,771
Current Assets	727,914	11,697	739,611
Liabilities	(177,811)	0	(177,811)
	557,874	11,697	569,571

	Unrestricted Funds £	Restricted Funds £	Total 2023/2024 £
Tangible Fixed Assets	14,176	0	14,176
Current Assets	458,452	5,000	463,452
Liabilities	(131,480)	0	(131,480)
	341,148	5,000	346,148

16 Analysis of changes in net debt

	At 1 Apr 2024 £	Cash flows £	At 31 Mar 2025 £
Cash at bank and in hand	366,682	317,282	683,964
	366,682	317,282	683,964

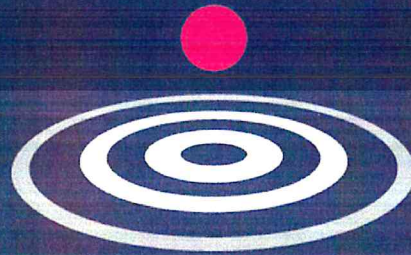
17 Related Party Transactions

~~During the year the charity received grants totalling £1,034,273 from the 80:20 Charitable Trust which is exclusively funded by the Armitage family. Mr Ian Armitage was a Trustee of Governors for Schools until 30th January 2025.~~

During the year, the charity received payment of £4,000 for services from A&O Shearman, a company in which Trustee Jocelyn Land is a Partner.

During the year, the charity received payment of £4,000 for services from Wesleyan Assurance, a company in which Trustee Adrian McLean is a member of the members advisory board.

No further transactions with related parties were undertaken such as are required to be disclosed



GOVERNORS FOR SCHOOLS

Visit our website:

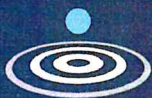
www.governorsforschools.org.uk



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CHAIR
RECRUITMENT SERVICE
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TRUSTEE
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DEVELOPMENT
AND SUPPORT SERVICE
GOVERNORS FOR SCHOOLS

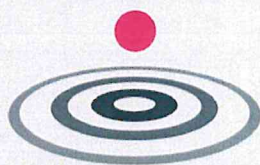
Governors for Schools is the legal entity for different recruitment services and is a registered charity in England and Wales No. 1078330

GOVERNORS FOR SCHOOLS

England & Wales - Charity number 1078330

Accounts

Annual Impact Report 2023-24



**GOVERNORS
FOR SCHOOLS**

We supported the appointment of 2,165 governance volunteers in over 1,650 schools, academies and trusts across England and Wales.

We achieved a 5% increase in volunteers appointed to school governance roles in 2023-24.

35% of these volunteers are from a global majority background, 69% are under 45, and 8% identified as being LGBT+.

25
years

We are delighted with the impact we have had over the past 12 months. Now into our 25th year, we are working to evolve our services - both to meet the needs of the sector and ensure our long-term sustainability as an organisation

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27 - 35	Notes to the Financial Statements

Legal and administrative information

Board of Trustees

Dominic McGonigal (Chair)
Ian Armitage
Adrian McLean
Anita Ralli
Mark Twigg
Sean Alleyne (appointed 17th January 2024)
Neil Collins (appointed 28th June 2023)
Emma Gregory (appointed 28th June 2023)
Angela Morrish (appointed 17th January 2024)

David Rowsell (resigned 27th June 2023)
Anne Punter (resigned 27th June 2023)
Jane Higgins (resigned 17th January 2024)

Company Secretary

Tara Hill

Chief Executive

Hannah Stolton

Registered Office

Sycamore House
Sutton Quays Business Park
Sutton Weaver
Runcorn
England
WA7 3EH

Company Registration number

3879854

Charity Registration number

1078330

Auditors

AGP Chartered Accountants
Sutton Quays Business Park
Sutton Weaver
Runcorn
WA7 3EH

Bankers

Lloyds Bank
PO Box 1000
Andover
BX1 1LT

Solicitors

A&O Shearman LLP
One Bishops Square
London

Who are we?

Governors for Schools is a national education charity that sources and supports skilled people onto governance boards across England and Wales. For almost 25 years, we have been recruiting high-calibre volunteers from a range of backgrounds, allowing them to bring their knowledge to school and trust boards – and making a difference to how schools are run.

We're part of our volunteers' journeys and are committed to playing an active role in their development as school governors and academy trustees. We believe that placing skilled volunteers from diverse backgrounds on governing boards contributes to effective governance. A strong and diverse board enables schools and trusts to provide pupils with the best education possible, helping children and young people reach their full potential.

Our mission

We're committed to providing those responsible for governance appointments with the best governor and trustee recruitment service in the sector.

Our vision

We're working to ensure that every school and trust in England and Wales has excellent governance, driving improved educational outcomes for all children and young people.

Our aspirations for the sector

In January 2024, we launched our five key aspirations for the school governance sector, alongside [our five-year impact report](#).

- 1. Schools and trusts need to invest in governance, recognising the vital role it plays in securing strong leadership and improving pupil outcomes.**
- 2. All boards need to show their commitment to staff and pupil mental health by having a wellbeing governor.**
- 3. Schools and trusts should ensure diversity of skills, backgrounds and experiences on their boards.**
- 4. All governors and trustees need to be provided with induction and ongoing training, including access to peer support, to help them in their first six months.**
- 5. All employers should recognise the value of their employees volunteering in school governance roles and support them to do so, creating valuable links with industry.**

We are committed to achieving them alongside our many collaborative partners. To read more about how we are working towards these aspirations, and how you can support them, please visit our website [here](#).

Chair's foreword

From September 2024, there will be no government funding provided to the school governance sector.

Given our position as the market-leading governor recruitment service across England and Wales, the support we provide schools is now more important than ever.

As a charity, we have evolved our services to offer school governor, chair of governors, and academy trustee recruitment over the past eighteen months. We are now the only organisation capable of supporting the entire breadth of the state school sector.

From our conversations with many in the space, five-year impact report and practical experience as governance volunteers ourselves, we understand the importance of effective school governance at all levels, and in all types of settings. The Chartered Governance Institute states that long-term success and organisational stability requires: a systemic approach to organisational decision-making, performance monitoring, and accountability. In short, good governance.

With the demand for our services as strong as ever, we have invested in our team and systems to be able to recruit the skilled volunteers the sector needs. Skills such as finance, safeguarding and experience in education remain among the most requested – and we will be developing new ways to support schools with these recruitment needs in the year ahead. We are excited to share these plans with you.

I would like to take the opportunity to thank all those who freely give their time and expertise to support the school sector through governance roles of all kinds. The value you add individually and collectively is enormous, and we are proud to have supported so many of you to take on roles over the past year.

We are committed to being here in the long run to provide invaluable support to the sector. We also thank you for your commitment and look forward to our continued journey together ahead.

Dominic McGonigal

Chair, Governors for Schools



CEO report

As the coming pages show, this year has been one of rapid growth and development for us as a charity.

2023 saw the start of our 3-year strategy to put the organisation on a sustainable footing. We are immensely proud of our work over the past 25 years, and it is now more crucial than ever that we secure our future. It has been a pleasure to collaborate with our trustees as we develop our plans to continue to serve the sector, by finding the skilled, diverse, and dedicated volunteers that are so vital to school improvement.

Thank you to the dedicated GfS staff who have adapted so well to our new strategy, bringing enthusiasm and forward thinking to our planning. I would like to thank the executive team, in particular, who have been key to our decision-making progress, providing ample challenge, thought and leadership to ensure we make this journey together. We are also grateful for pro bono support from Deloitte, who have helped challenge and shape our strategy through consultancy.

Over the year, we were delighted to support schools and trusts in securing over two thousand appointments to their governance boards. We maintained an important level of diversity in our recruits, with over 40% being under 35, and 37% from a global majority background. Ensuring boards have diversity in skillset, perspective, and experience continues to be key to our mission.

In September we set up our Chair Recruitment offering to sit alongside our growing Trustee Recruitment Service. The move was immediately popular with boards across the country. While we still advocate for succession planning being the optimum source of chairs, we recognise that sometimes it is just not possible to find the right person from within. In those cases, a dedicated search is needed to bring the required expertise to the table.

We have continued to listen to the sector, and in response to focus groups and feedback have established our Enhanced Recruitment Service. Thank you to everyone who contributed to those discussions and helped shape the development of our provision. For schools in need of specific skills and a bespoke head hunt for their role, we now have a team ready to work with you to secure the right person for your board.

We look forward to continuing our work with schools and trusts, sourcing volunteers for the thousands of governing board vacancies across England and Wales.

Finally, and most importantly, none of our work would be possible without the will and dedication of the excellent volunteers we source. Thank you to everyone who has used our service to be appointed to a governing board, and in particular to our partners who help us to engage people who might not otherwise consider the role.

We look forward to continuing our work with you all in the coming year.

Hannah Stolton

CEO, Governors for Schools



Testimonials

“I had a brilliant experience with Governors for Schools overall. Becoming a School Governor has opened the doors for me to contribute directly to raising educational standards for pupils in the North East. I am able to give back to my local community in a meaningful and lasting way, drawing on my background in finance to provide robust challenge to senior leadership and drive improvement in my school. Thanks to the support in the application process, I felt prepared for the role before I started.”

George Gardner

Governor, Silverdale School, North Tyneside



“I have found working with Governors for Schools to be fantastic overall. I have already recommended it to many others, and some have gone on to use GfS and have been matched to a school themselves.”

Florence Pritchett

Governor, Eastlands Primary School, Rugby



“It was an amazing experience all round becoming a governor through Gfs. I discovered it via LSE alumni communications, and thought it would be a good fit based on my degrees and professional background. I am happy to be able to volunteer in this way, and to give back to my local community.”

Limara Malouangout

Governor, Heavers Farm Primary School, Croydon



“Using the service has been very straightforward, and the support from our contact has been excellent. We are delighted with the candidate put forward by Governors for Schools. We will definitely use the service again. The volunteer has substantial experience in areas that will undoubtedly benefit the school, and has been very enthusiastic & flexible in making time to meet us and get to know the school. We very much look forward to working with them.”

Mark Frost

Chair of Governors, Anderton Primary School, Lancs



“I have sourced more than one Governor through you at Governors for Schools - they have always been high quality and committed individuals that have made a real difference to our Board.”

Sally Judge

Headteacher, Delamere School, Trafford



Key achievements of the year

We supported...

An average of 216 appointments in each COGS region

60% of our volunteers to be appointed in primary, and 23% in secondary schools



24% more volunteers from our corporate partners into school governance positions

14 volunteers directly into Chair of Governors roles

We launched...

Our highly popular Chair Recruitment Service

Our STEM Governor programme



New eLearning resources to support MAT Trustees – Becoming a Trustee and the First 100 days as a Trustee

Our Inclusive Governance campaign, highlighting inclusivity across all governance responsibilities

Our innovative Pathway to Governance programme designed to inspire more people from underrepresented backgrounds into school governor roles

Our work on the Trustee Recruitment Service (TRS)

During 2023-24, the Trustee Recruitment Service delivery gathered pace, with successes arising following the appointment of key Partnership Managers within the team. This meant that by the middle of the year, we had an appropriate level of resource to meet the growing need and demand from the sector, leading to almost a third of appointments being secured in the last 2 months of the year.

Across the year;

- **110 vacancies were registered with the service, with a good spread across England and including trusts of varied ethos, size, and demography.**
- **It took, on average, 71 days for each vacancy to have a fully vetted prospective trustee introduced.**
- **The service has seen repeat activity with trusts, reflecting high levels of satisfaction with our work.**
- **286 prospective trustees applied and were assessed for suitability for the role.**
- **35 trustees were appointed, with many more under consideration with trusts moving into 2024-25.**

We worked closely with the Confederation of School Trusts (CST) on two premium pieces of eLearning content, designed to furnish volunteers with the requisite knowledge and awareness of the role before registering ('Becoming a Trustee'), and to equip them as they take on the role ('The First 100 Days as a Trustee').

TRS has partnered with a number of organisations to increase exposure in the sector, including the Multi Academy Trust Association (MATA) and CST, as well as regular attendance at the MAT Governance Group - a quarterly meeting of governance leads from some of the largest trusts in the country. TRS undertook a significant amount of output for Trustee Week in November 2023, including advertising presence in Schools Week's online edition.

The decision by GfS not to submit a bid for the DfE contract for delivery of academy trust recruitment services was taken in order to allow continued focus on service development and evolution.



Our work on the Chair Recruitment Service (CRS)

In September 2023, we launched our Chair Recruitment Service.

The service provides a dedicated, proactive approach to recruiting chairs of governors to governing boards. Lots of schools were quick to sign up, validating our view that there is a real need for the service in the sector. Seven months on, we are already making plans to increase capacity within the team to meet demand.

Since the service launched:

- **72% of roles registered with the service have either been filled by Governors for Schools, or are at the meeting stage with schools.**
- **80% of the volunteers placed into Chair roles through the service were sourced through headhunting activities carried out by our dedicated recruitment team.**

We know that this proactive approach to recruiting chairs of governors is highly effective and allows us to find highly skilled and qualified candidates to step into these vital roles.

We've received some great feedback from schools who have used the service including:

'We were recommended by CST to approach Governors For Schools to help with our recruitment process for new Chairs. Following a conversation, we then commissioned Governors for Schools to recruit to 5 Chair roles across Nottingham and Derby. I have been really impressed by the level of prompt communication in terms of keeping us up-to-date with potential candidates; as well as the calibre of candidates that has been sent to us.

For each school we have received two potential new Chairs and we have so far appointed 4 new Chairs with our final school hoping to make a decision shortly. We were informed that we should expect the process for recruiting 5 Chairs to take at least a year, but happily this has only taken just over 2 terms!

The time this has saved us from having to do our own recruitment has been invaluable and I would definitely recommend this service to any school or Trust that is looking to recruit new Chairs. Thank you to the team at Governors for Schools.'

Transform Trust

We've set challenging targets for 2024/25 which will see us increase awareness of the service across trusts and LAs, as well as registering more roles. This will enable us to place more chairs on boards across England.

We look forward to continuing to build on the successes of the programme, to ensure it can continue to support schools where succession planning has not yielded new chairs.



Our work to improve diverse representation

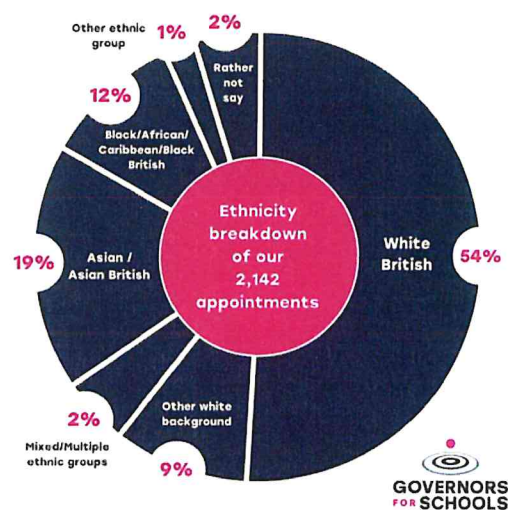
Over the past year, we have made it a key priority to diversify representation on governing boards. Our Inclusive Governance campaign has been at the forefront of this effort, with a wide range of resources aiming to inspire typically underrepresented groups to volunteer. 593 applicants referenced the campaign as motivating them to apply.

Our belief that schools and trusts should ensure diversity of skills, backgrounds and experiences on their boards was also captured as one of our key aspirations for the governance sector. With that in mind, we closely monitor data about our volunteers to guide our diversity efforts.

For data collection around ethnicity, we follow government guidelines and include 'White, other' as a category on our monitoring forms to ensure our findings are accurate.

Over the past year, our placed volunteers were:

- 51% White British**
- 21% Asian/Asian British**
- 11% Black/African/Caribbean/Black British**
- 9% White Other**
- 5% Other or Undefined**
- 3% from a Mixed Ethnic Background**

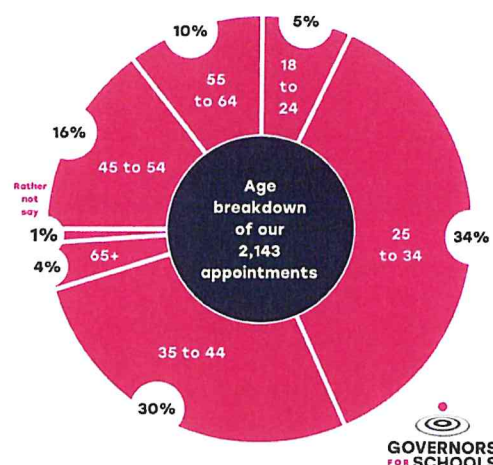


We also started to capture the sexual orientation of placed volunteers in 2023-24, as part of our monitoring. They identified as follows:

- 84% Heterosexual/Straight**
- 3% Bisexual**
- 4% Gay Male**
- 1% Gay Female**
- 8% declined to say**

While we're delighted at the diversity of our governance volunteers, there is always more to be done to ensure a range of perspectives are represented on governing boards.

We're continuing to work towards increasing recruitment among underrepresented groups through our work with partners, professional networks, and community groups.



The year ahead

In 2024-25, we plan to

Continue to place over 2000 volunteers into school governance positions

Fully launch our new Enhanced Recruitment Service to provide more bespoke support to those in need



Build on the impact of our corporate partnerships



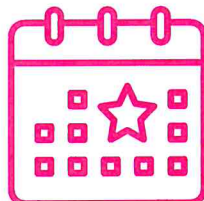
Keep growing our sources of income to sustain our work



Further develop our website and technology to keep improving user experience



Continue to invest in all our recruitment streams to best serve the sector



Continue to run our campaigns and engagement events to support the sector, and introduce governance roles to more individuals

Supporters

The charity is fortunate to work with a wide range of partners, without whom our work would not be possible. Through these partnerships, we are able to extend our reach and further strengthen and diversify school governance.

Thank you to all of the partners we have worked with this year, including;



Corporate partnerships

In January 2024, we released our aspirations for the governance sector. Our fifth aspiration is that all employers should recognise the value of their employees volunteering in school governance roles and support them to do so, creating valuable links between schools and industry. These aspirations were partly inspired by pro bono work undertaken by FTI Consulting on our five year impact report for which we are very grateful.

We are delighted to have made strong strides towards this over the past year, with our corporate partners playing an increasingly integral role in the work the charity does.

In 2023-24, we saw 331 volunteers from our corporate partners appointed into school governance roles, which is a 24% increase on the previous year. Over two years, we have seen a 57% rise in the number of volunteers appointed through these partnerships, reflecting the growing popularity of school governance as a skilled volunteering opportunity.

Working with corporate partners affords us excellent opportunities to recruit volunteers who differ from the majority of those serving in governance roles.

Across 2023-24:

- **55% of appointed volunteers were under the age of 35**
- **43% came from a global majority background, with a further 9% being non-White British**

The charity launched successful new relationships with Amazon, IG Group, Network Rail, and Ridge and Partners over the past year, with a number of exciting partnerships set to launch in the months ahead.

Our work with AtkinsRealis, championing the STEM Governor role, has been a big feature of our success this year, seeing more employers signing up to enable their people to take on strategic positions in schools. These volunteers help build links with business to inspire young people to consider careers within the STEM industries, and in doing so help safeguard the future skills needs of the sector.

The charity is also thankful for other support provided by partners including sponsorship, the championing of our work within their own professional networks, and pro bono strategic consultancy (in the case of Deloitte).

“I work closely with our account manager. They are very knowledgeable and constantly share new opportunities we can get involved in. Governors for Schools are doing an incredible job with creating new pathways to step into governance roles. I am particularly pleased we have managed to recruit so many junior members of the company. ”

Paula Rocque, KPMG

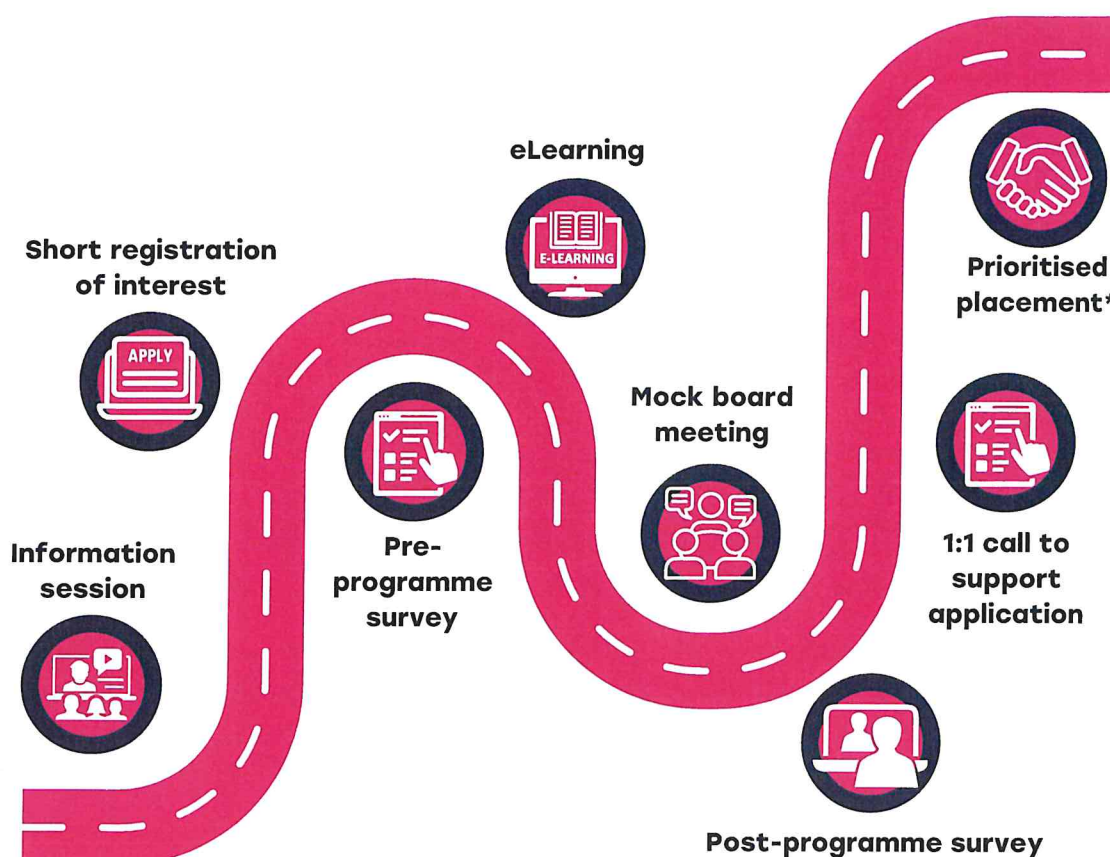
Pathway to Governance

We are pleased to have fully launched our CPD-accredited Pathway to Governance programme in 2024, following a successful pilot last year. The charity is currently running the programme in partnership with Kings College London, the Sutton Trust, Amazon, and Camden Learning, and looks forward to launching further cohorts in the months ahead.

Governors for Schools believes that strong governance requires a diverse range of perspectives and experiences. Those aged 30 or under make up only 3% of all school governors, meaning younger voices are largely missing from boards. With over 20,000 vacancies in England alone, there is a huge missed opportunity to add passionate and knowledgeable perspectives to boards across the country.

Pathway to Governance aims to fulfil this need by providing an immersive learning experience designed to educate and inspire potential governors from underrepresented backgrounds. Over a period of two months, participants learn about becoming an effective governor and gain practical experience in mock governing board meetings. Following completion of the programme, they are given tailored support to apply via our service and be appointed into schools in their local communities.

The charity looks forward to seeing the programme grow across the year ahead.



Training

To help support academy trustees in preparing for their governance roles, we introduced some new additions to our eLearning portfolio in 2023-24. Developed in collaboration with the Confederation of School Trusts (CST) we launched:

- **Becoming a Trustee**
- **The first 100 days as a trustee module**

These offerings have been well received by the sector, and help ensure academy trustees start their roles equipped with key information that will support them throughout their journey.

Similarly, we have continued to update the comprehensive Become an Effective New Governor series to reflect the most recent sector updates for governors who are new to the role. The resource continues to grow in popularity and is available for purchase on our [website](#). We believe all governors need access to a quality induction, and this resource enables us to support schools and trusts in providing this.

Our ever-popular webinar series, delivered by Better Governor, has continued to be successful this year. We are grateful to [Smoothwall](#) for their sponsorship in 2023-24, making the series freely accessible to all. This year, the webinars have been watched by more than 4,000 people.

“I always find these webinars really useful as they provide up-to-date, pertinent information in a very clear, succinct way. They always lead me to thinking about areas to follow up in school to continue to improve our practice and effectiveness. Thank you!”

Webinar attendee

Conference

Our online conference continued to grow in popularity in 2023. Taking place over two days, Governors for Schools was delighted that the [Institute of Physics' \(IOP\) Limit Less campaign](#) sponsored the event.

Over 4,000 governors and sector professionals joined the sessions in live time or watched the recordings on YouTube. Nearly 50 expert speakers from a variety of organisations helped the conference sessions maintain their excellent standards from previous years, with an average rating of 4.3 out of 5.

“Very comprehensive and accessible. Answers to the questions were spot on.”

“Excellent contributions from the panel, well chosen to represent each sector. This remains a challenge in my setting but the discussion inspired me to keep trying!”

Working in collaboration with the sector

Over the past year, we have continued to actively collaborate with a wide range of organisations within the education and charity sectors. Our [aspirations](#) outline the impact we want to have on education governance, and our collaborative ethos is key to achieving them.

We have long-standing relationships with other governance organisations including GovernorHub, Better Governor and Strictly Education. These continued to grow from strength to strength across 2023-24, and we are excited to see what we can achieve together in the next twelve months.

We are grateful for the many ways in which [partner organisations](#) have supported our Inclusive Governance campaign. For example, we teamed up with the Bell Foundation for a popular webinar on how school governors can best support children who use English as an Additional Language.

Some highlights of our collaborative work in 2023-24:

- **A highly successful National School Governors' Awareness Day held in partnership with Strictly Education**
- **Our annual conference bringing together speakers from 34 different organisations**
- **The many governance volunteers and organisations that supported our Inclusive Governance campaign**
- **Our work with the Confederation of School Trusts to develop high quality induction support for newly appointed trustees**



We look forward to continuing to build on these relationships, and creating more, in the year ahead.

Objectives

We facilitate the recruitment and placement of people with business and management skills who are willing to act as governors and trustees with the aim of strengthening the governing boards of schools and multi academy trusts. We believe this is of benefit to the public through the advancement of education by making available advice and assistance to all schools.

The company reviews its aims, objectives and activities each year ensuring they remain focused on the stated purpose of the charity.

The Trustees refer to the guidance given by the Charity Commission on public benefit during this process and assess how successful each activity has been and what benefits have been brought to the groups of people the charity is set up to help.

Good Governance

The trustees meet quarterly to monitor progress and to make decisions concerning the strategic direction of the charity. The Chief Executive attends all board meetings. The board approves the annual Business Plan and detailed budget. The staff of Governors for Schools are authorised to work within the framework of the Business Plan and budget under the direction of the Chief Executive. The trustees receive reports from the Chief Executive, comprising financial, statistical and other information to enable them to measure the company's performance against budget, targets and objectives for the year.

New trustees are recruited to the board as required in order to ensure that the board membership has the proper range of skills and competencies. A skills audit is undertaken regularly to identify gaps in expertise.

None of the trustees receive remuneration or other benefit from their work with the charity. Any connection between a trustee or senior manager of the charity must be disclosed to the full board of trustees. In the current year no such related party transactions were reported, other than as disclosed in the notes to the accounts.

Reserve policy

The trustees' current policy is to hold sufficient reserves to provide working capital to meet contracted commitments, 3 months operating costs, and an organised winding down of the company should this ever be required.

These reserves are reflected in the designated reserve fund shown in the accounts. Donations from supporting organisations are sought early in the financial year to provide working capital for the year ahead.

Reserves at the end of the year consisted of Restricted Fund £5,000; Designated Fixed Asset Fund (to be matched against future depreciation charges) £14,176; Designated Reserve Fund £215,000; and Unrestricted Funds of £111,972.

Risk management

The Company has a comprehensive on-going and up-to-date risk register. The board takes direct responsibility for management of risk in two business critical areas; these areas are cessation or reduction of funding and the performance of the Chief Executive. The other risks are designated as operational and the Chief Executive is responsible for monitoring changes and alerting the board.

Trustees' responsibilities

The trustees (who are also directors of Governors for Schools for the purposes of company law) are responsible for preparing the Trustees' Annual 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. Under company law the trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that period. In preparing these financial statements, the trustees are required to:

Select suitable accounting policies and apply them consistently

- Observe the methods and principles in the Charities SORP
- Make judgments and estimates that are reasonable and prudent
- State whether applicable UK accounting standards have been followed, subject to any departures disclosed and explained in the financial statements
- Prepare the accounts on a going concern basis unless it is inappropriate to presume that the charity will continue in business

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

Small Company Provision

This report has been prepared in accordance with the provisions applicable to companies entitled to the small companies' exemption. The Report of the Trustees' was signed on behalf of the board of directors

On:

21.11.24

By:



Dominic McGonigal
Chair of Trustees

GOVERNORS FOR SCHOOLS

Independent Auditor's Report to the Members of Governors for Schools

Year ended 31 March 2024

Opinion

We have audited the financial statements of Governors for Schools (the 'charity') for the year ended 31 March 2024 which comprise the statement of financial activities (including income and expenditure account), statement of financial position, statement of cash flows and the related notes, 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 financial statements:

- give a true and fair view of the state of the charity's affairs as at 31 March 2024 and of its 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;
- have been prepared in accordance with the requirements of the Charities Act 2011.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the charity in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and the provisions available for small entities, in the circumstances set out in note 25 to the financial statements, 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 trustees' 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 charity's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

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

GOVERNORS FOR SCHOOLS

Independent Auditor's Report to the Trustees of Governors for Schools

(continued)

Year ended 31 March 2024

Other information

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

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

We have nothing to report in this regard.

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the charity and its environment obtained in the course of the audit, we have not identified material misstatements in the trustees' report.

We have nothing to report in respect of the following matters in relation to which the Charities Act 2011 requires us to report to you if, in our opinion:

- the information given in the trustees' report is inconsistent in any material respect with the financial statements; or
- adequate accounting records have not been kept; or
- the financial statements are not in agreement with the accounting records and returns; or
- we have not received all the information and explanations we require for our audit.

Responsibilities of trustees

As explained more fully in the trustees' responsibilities statement, the trustees are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the charity'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 charity or to cease operations, or have no realistic alternative but to do so.

GOVERNORS FOR SCHOOLS

Independent Auditor's Report to the Trustees of Governors for Schools

(continued)

Year ended 31 March 2024

Auditor's responsibilities for the audit of the financial statements

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

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:

Our approach to identifying and assessing the risks of material misstatement in respect of irregularities, including fraud and non-compliance with laws and regulations, was as follows:

- the engagement partner ensured that the engagement team collectively had the appropriate competence, capabilities and skills to identify or recognise non-compliance with applicable laws and regulations;
- we identified the laws and regulations applicable to the company through discussions with directors and other management, and from our commercial knowledge and experience of the sector;
- we focused on specific laws and regulations which we considered may have a direct material effect on the financial statements or the operations of the company;
- we assessed the extent of compliance with the laws and regulations through making enquiries of management and inspecting legal correspondence; and
- identified laws and regulations were communicated within the audit team regularly and the team remained alert to instances of non-compliance throughout the audit.

We assessed the susceptibility of the company's financial statements to material misstatement, including obtaining an understanding of how fraud might occur, by:

- making enquiries of management as to where they considered there was susceptibility to fraud, their knowledge of actual, suspected and alleged fraud; and
- considering the internal controls in place to mitigate risks of fraud and non-compliance with laws and regulations.

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

- performed analytical procedures to identify any unusual or unexpected relationships;
- tested journal entries to identify unusual transactions;
- assessed whether judgements and assumptions made in determining the accounting estimates were indicative of potential bias; and
- investigated the rationale behind significant or unusual transactions.

GOVERNORS FOR SCHOOLS

Independent Auditor's Report to the Trustees of Governors for Schools

(continued)

Year ended 31 March 2024

In response to the risk of irregularities and non-compliance with laws and regulations, we designed procedures which included, but were not limited to:

- agreeing financial statement disclosures to underlying supporting documentation;
- reading the minutes of meetings of those charged with governance;
- enquiring of management as to actual and potential litigation and claims; and
- reviewing correspondence with HMRC, relevant regulators and the company's legal advisors.

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.

As part of an audit in accordance with ISAs (UK), we exercise professional judgment and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the trustees.
- Conclude on the appropriateness of the trustees' use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the charity's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the charity to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

GOVERNORS FOR SCHOOLS

Independent Auditor's Report to the Trustees of Governors for Schools

(continued)

Year ended 31 March 2024

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.

AGP Chartered Accountants are eligible to act as an auditor in terms of section 1212 of the Companies Act 2006.

Use of our report

This report is made solely to the charity's members, as a body, in accordance with section 144 of the Charities Act 2011 and regulations made under section 154 of that Act. Our audit work has been undertaken so that we might state to the charity's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charity and the charity's members as a body, for our audit work, for this report, or for the opinions we have formed.



AGP
Chartered Accountants & statutory auditor
Sycamore House
Sutton Quays Business Park
Sutton Weaver
Runcorn
Cheshire
WA7 3EH

21 NOVEMBER 2024

GOVERNORS FOR SCHOOLS

STATEMENT OF FINANCIAL ACTIVITIES

For the year ended 31st March 2024

	Note	Un- Restricted Funds £	Restricted Funds £	Total Funds 2023/2024 £	Total Funds 2022/2023 £
Income					
Income from Charitable Activities:					
Donations	5	105,747	20,000	125,747	821,302
Grants	6	900,000		900,000	0
Investment Income	7	5,033		5,033	414
Chargeable Services		283,493		283,493	145,731
Other					0
Total Income		1,294,273	20,000	1,314,273	967,447
Expenditure					
Expenditure on Charitable Activities:					
Raising funds		230		230	
Recruiting & Placement of School Governors	8	976,484	21,683	998,167	973,544
Chargeable Services	8	310,050		310,050	127,608
Total Expenditure		1,286,764	21,683	1,308,447	1,101,152
Net (Expenditure) / Income for the Year Before Transfers		7,509	(1,683)	5,826	(133,705)
Transfers between Funds:					
Net (Expenditure) / Income for the Year		7,509	(1,683)	5,826	(133,705)
Other Recognised Gains and Losses					
Net Movement in Funds		7,509	(1,683)	5,826	(133,705)
Reconciliation of Funds					
Balances brought forward at 1 April 2023		333,639	6,683	340,322	474,027
Balances carried forward at 31 March 2024		341,148	5,000	346,148	340,322

The statement of financial activities includes all gains and losses and losses recognised in the year.
All income and expenditure derives from continuing activities.

GOVERNORS FOR SCHOOLS

INCOME & EXPENDITURE

For the year ended 31st March 2024

	Note	TOTAL 2023/2024	TOTAL 2022/2023
		£	£
Income			
Other Restricted	5	20,000	118,062
Donations Unrestricted	5	105,747	703,240
Grants Unrestricted	6	900,000	0
Other Unrestricted		288,526	146,145
	Total Income	1,314,273	967,447
Expenditure			
Salaries	9	1,063,431	872,097
Other Operational Charges		234,839	218,146
Depreciation	10	10,177	10,909
	Total Expenditure	1,308,447	1,101,152
		5,826	(133,705)
Surplus of expenditure over income			
Net Transfer to/from Funds			
Restricted fund		(1,683)	6,683
Designated Fixed Asset Fund		(888)	553
Designated Reserve Fund			
Unrestricted Fund		8,397	(140,941)
		5,826	(133,705)

GOVERNORS FOR SCHOOLS

STATEMENT OF FINANCIAL POSITION

As at 31st March 2024

	Note	£	2023/2024 £	2022/2023 £
Fixed Assets				
Tangible fixed assets	10		14,176	15,064
Current Assets				
Debtors & Prepayments	11	96,770		53,136
Cash at bank and in hand		366,682		374,843
		463,452		427,979
Liabilities				
Creditors falling due within one year	12	131,480		102,721
Net Current Assets			331,972	325,258
Total Assets less Current Liabilities			346,148	340,322
Net Assets			346,148	340,322
Funds				
Restricted Fund	13		5,000	6,683
Designated Fixed Asset Fund			14,176	15,064
Designated Reserve Fund			215,000	215,000
Unrestricted Fund			111,972	103,575
			346,148	340,322


For the year ending 31 March 2024 the charity was entitled to exemption from audit under section 477 of the Companies Act 2006 relating to small companies.

Directors' responsibilities:

- The members have not required the company to obtain an audit of its financial statements for the year in question in accordance with section 476;
- The directors acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and the preparation of financial statements.

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

These financial statements were approved by the board of trustees and authorised for issue on 21.11.24, and are signed on behalf of the board by:



 DOMINIC MCGONIGAL
 CHAIR

GOVERNORS FOR SCHOOLS

STATEMENT OF CASH FLOWS

As at 31st March 2024

	2023/2024	2022/2023
	£	£
Cash flows from operating activities		
Net income	5,826	(133,705)
<i>Adjustments for:</i>		
Depreciation and impairment of tangible fixed assets	10,177	11,591
Other interest receivable and similar income	(5,033)	(414)
Accrued (income)/expenses	5,805	27,527
<i>Changes in:</i>		
Trade and other debtors	(43,634)	6,255
Trade and other creditors	22,954	2,923
	<hr/>	<hr/>
Cash generated from operations	(3905)	(85,823)
Interest received	5,033	414
	<hr/>	<hr/>
Net cash (used in)/from operating activities	<u>1,128</u>	<u>(85,409)</u>
 Cash flows from investing activities		
Purchase of tangible assets	(9,289)	(12,145)
	<hr/>	<hr/>
Net cash used in investing activities	<u>(9,289)</u>	<u>(12,145)</u>
 Net (decrease)/increase in cash and cash equivalents	 (8,161)	 (97,554)
Cash and cash equivalents at beginning of year	<u>374,843</u>	<u>472,397</u>
 Cash and cash equivalents at end of year	 <u>366,682</u>	 <u>374,843</u>

GOVERNORS FOR SCHOOLS

NOTES TO THE ACCOUNTS

1 General information

The charity is a private company limited by guarantee, registered in England and Wales and a registered charity in England and Wales. The address of the registered office is Sycamore House, Sutton Quays Business Park, Sutton Weaver, Runcorn, Cheshire, WA7 3EH.

2 Statement of compliance

These financial statements have been prepared in compliance with FRS 102, 'The Financial Reporting Standard applicable in the UK and the Republic of Ireland', 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 (FRS 102) (Charities SORP (FRS 102)) and the Charities Act 2011.

3 Accounting Policies

3.1 Basis of preparation

The financial statements have been prepared on the historical cost basis, as modified by the revaluation of certain financial assets and liabilities and investment properties measured at fair value through income or expenditure.

The financial statements are prepared in sterling, which is the functional currency of the entity.

3.2 Going concern

There are no material uncertainties about the charity's ability to continue.

3.3 Judgements and key sources of estimation uncertainty

The preparation of the financial statements requires management to make judgements, estimates and assumptions that affect the amounts reported. These estimates and judgements are continually reviewed and are based on experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances.

3.4 Fund Accounting

- Unrestricted funds are available for use at the discretion of the trustees in furtherance of the general objectives of the charity.
- Designated funds are unrestricted funds earmarked for particular purposes.
- Restricted funds are subjected to restrictions on their expenditure imposed by the donor.

NOTES TO THE ACCOUNTS (Continued)

3.5 Recognition of Income

All incoming resources are included in the statement of financial activities when the charity is entitled to the income and the amount can be quantified with reasonable accuracy. Incoming resources received for specific purposes are included in the statement of financial activities. The balance of income received for specific purposes but not matched to relevant expenditure during the period is shown in the Restricted Income Fund and Balance Sheet.

- Income from charitable activities and donations is received by way of grants, sponsorship and donations and is included in full in the Statement of Financial Activities when receivable. Grants, where entitlement is not conditional on the delivery of a specific performance by the charity, are recognised when the charity becomes unconditionally entitled to the grant.
- Intangible income represents services and facilities donated by third parties and is included at the value to Governors for Schools where this can be quantified by the Board and where provided at a cost to the third party.

3.6 Expenditure

All payments are recognised in the accounts in the year to which they relate. Expenditure is recognised on an accruals basis as a liability is incurred.

- Charitable expenditure comprises those costs incurred by the charity in the delivery of its activities. It includes both costs that can be allocated directly to such activities and those costs of an indirect nature necessary to support them.
- Governance costs include those costs associated with meeting the constitutional and statutory requirements of the charity and include the audit fees and costs linked to the strategic management of the charity.
- All costs are allocated between the expenditure categories of the SoFA on a basis designed to reflect the use of the resource.
- Costs relating to a particular activity are allocated directly; others are apportioned on an appropriate basis.

3.7 Chargeable Services

Where chargeable services relate to a specific period, income is recognised on a monthly basis with the balance treated as deferred income. Chargeable services income is shown net of VAT. Costs are allocated monthly against annual fees to cover delivery resource, with cost apportionment relating to direct salary costs incurred and the direct operational costs of service delivery.

3.8 Fixed Assets and Depreciation

Purchases are capitalised where the expected useful life of the items exceed one year and where the cost of acquisition exceeds £500 including VAT. Assets are depreciated over their expected useful life by the straight line method. The classes and standard asset lives are reviewed annually. The depreciation rates applied to the main categories of assets are as follows:

Class of Asset	Standard Useful Life
Computer Equipment & Furniture	3 years

GOVERNORS FOR SCHOOLS

NOTES TO THE ACCOUNTS (Continued)

3.9 Debtors

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

3.10 Creditors and provisions

Creditors and provisions are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

3.11 Taxation

The company is a registered charity and as such is exempt from Income and Corporation taxes under the provision of the Income and Corporation Taxes Act 1988. The cost of Value Added Tax incurred by the company has been included in the Income and Expenditure Account.

3.12 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 the carrying value at their settlement value with the exception of banks loans which are subsequently measured at amortised cost using the effective interest method.

3.13 Pensions

Contributions to defined contribution plans are recognised as an expense in the period in which the related service is provided. Prepaid contributions are recognised as an asset to the extent that the prepayment will lead to a reduction in future payments or a cash refund.

When contributions are not expected to be settled wholly within 12 months of the end of the reporting date in which the employees render the related service, the liability is measured on a discounted present value basis. The unwinding of the discount is recognised as a finance cost in profit or loss in the period in which it arises.

3.14 Operating lease agreements

Rentals applicable to operating leases where substantially all of the benefits and risks of ownership remain with the lessor are charged against profits on a straight line basis over the period of the lease.

4 Limited by guarantee

The company is limited by guarantee and does not have a share capital. The liability of the members is limited in the event of the company being wound up to such amount as may be required not exceeding one pound.

GOVERNORS FOR SCHOOLS

NOTES TO THE ACCOUNTS (Continued)

5	Donations	2023/2024	2022/2023
		£	£
	80:20 Charitable Trust		687,312
	Allen & Overy		10,500
	Allen & Overy Foundation	5,000	
	Tenzing	50,000	50,000
	Amazon Smile	29	39
	Frances Jacob	48,000	48,000
	JustGiving	243	366
	Smoothwall Ltd	3,000	
	GovernorHub	10,000	10,000
	Jack Petchey Foundation	2,000	
	IET		2,800
	Deloitte		1,575
	Hoddesdon		260
	Charities Trust		200
	National Lottery Community		5,250
	CAST		5,000
	Benevity	190	
	Amazon	2,085	
	Schools Support Services	100	
	Services for Schools	100	
	Institute of Physics	5,000	
		<u>125,747</u>	<u>821,302</u>
6	Grants	2023/2024	2022/2023
		£	£
	80:20 Charitable Trust	900,000	
		<u>900,000</u>	<u>0</u>
7	Investment Income	2023/2024	2022/2023
		£	£
	Bank Interest	5,033	414
		<u>5,033</u>	<u>414</u>

GOVERNORS FOR SCHOOLS

NOTES TO THE ACCOUNTS (Continued)

8

Charitable Activities	2023/2024	2022/2023
	£	£
Marketing	18,782	23,999
Business Development	16,090	1,720
Impact and Governor Support	13,558	61,181
Website & Database	59,318	50,219
Salaries & Expenses	829,806	788,584
Administration	32,599	2,786
Occupancy Costs	4,707	23,555
Depreciation	10,177	10,909
Office Equipment	2,587	1,278
Legal & Professional	5,023	4,033
	<u>992,647</u>	<u>968,264</u>
Governance Costs		
Auditors' Remuneration - Audit Fee	5,520	5,280
	<u>5,520</u>	<u>5,280</u>
Chargeable Services Costs		
Salaries & Expenses	264,539	108,948
Operational costs	45,511	18,660
	<u>310,050</u>	<u>127,608</u>

9 Remuneration

The Board Chairman & Directors

The Chairman & Directors did not receive any remuneration for their services. No expenses were paid during the year.

9.1 Employees

9.2 Analysis of Employees

Category of Employment	Average Number Of Employees 2023/2024	Average Number Of Employees 2022/2023
Chief Executive	1	1
Administration	4	2
Delivery & Impact	27	23
	<u>32</u>	<u>26</u>

GOVERNORS FOR SCHOOLS

NOTES TO THE ACCOUNTS (Continued)

9.3 Analysis of Staff Costs

Total staff costs for the year were

Salaries	Total 2023/2024 £	Total 2022/2023 £
Salaries	947,777	775,034
Employer's Pension	26,580	21,955
Employer's NIC	89,074	75,108
	<u>1,063,431</u>	<u>872,097</u>

The amount recognised in the Statement of Financial Activities as an expense in relation to defined contribution pension plans was £26,580

The number of employees whose emoluments (salaries, wages and benefits in kind) fell within the following band:

	2023/2024 £'000	2022/2023 £'000
£70,000 - £79,999	0	0
£80,000 - £89,999	1	1

During the year pension contributions of £7,060 were paid for this member of staff.

10 Fixed Assets Analysis of Fixed Assets

	Computers & Furniture £	Total 2023/2024 £	Total 2022/2023 £
Cost			
as at 1 April 2023	56,683	56,683	84,754
Purchased in year	9,289	9,289	12,145
Disposal of equipment			(40,216)
Cost as at 31 st March 2024	<u>65,972</u>	<u>65,972</u>	<u>56,683</u>
Depreciation			
as at 1 April 2023	41,619	41,619	70,243
Charge for the year	10,177	10,177	10,909
Depreciation on Disposal			(39,533)
as at 31 st March 2024	<u>51,796</u>	<u>51,796</u>	<u>41,619</u>
Net Book Value			
as at 1 April 2023	15,064	15,064	14,511
as at 31 st March 2024	<u>14,176</u>	<u>14,176</u>	<u>15,064</u>

GOVERNORS FOR SCHOOLS

NOTES TO THE ACCOUNTS (Continued)

11 Assets

Debtors & Prepayments	Total 2023/2024 £	Total 2022/2023 £
Trade Debtors	55,230	29,210
Prepayments	41,540	23,926
	96,770	53,136

12 Liabilities

Creditors falling due within one year	Total 2023/2024 £	Total 2022/2023 £
Creditors	17,211	4,990
Accruals and Deferred Income	97,230	91,425
Taxation	17,039	6,306
	131,480	102,721

Where chargeable services relate to a specific period, income is recognised on a monthly basis with the balance treated as deferred income.

	Total 2023/2024 £	Total 2022/2023 £
Deferred income brought forward	85,633	54,389
Released from the prior year	(85,633)	(54,389)
Deferred in the current year	91,470	85,633
Deferred income carried forward	91,470	85,633

13 Restricted Funds

	Balance 2022/2023 £	Incoming £	Expenditure, Gains, Losses & Transfer £	Total 2023/2024 £
Allen & Overy	2,501		2,501	0
Allen & Overy Foundation	0	5,000		5,000
Institute of Physics	0	5,000	5,000	0
National Lottery	4,182		4,182	0
GovernorHub	0	10,000	10,000	0
	6,683	20,000	21,683	5,000

GOVERNORS FOR SCHOOLS

NOTES TO THE ACCOUNTS (Continued)

Restriction

Allen & Overy Foundation

Restricted donation supporting a pathway to governance cohort of Sutton Trust alumni.

Institute of Physics

Sponsorship of the Governors for Schools conference held in September 2023.

GovernorHub

Restricted donation to support the delivery of the Governors for Schools ‘Inclusion’ campaign launched in September 2023.

Allen & Overy

Sponsorship of the Governors for Schools ‘Counting the cost’ campaign running during Spring 2023.

National Lottery Community Fund

Restricted donation to support the organisations governor recruitment and placement work specifically in Wales.

14 Analysis of Net Assets Between Funds

	Unrestricted Funds	Restricted	Total 2023/2024
	£	£	£
Tangible Fixed Assets	14,176		14,176
Current Assets	458,452	5,000	463,452
Liabilities	(131,480)		(131,480)
	341,148	5,000	346,148

	Unrestricted Funds	Restricted	Total 2022/2023
	£	£	£
Tangible Fixed Assets	15,064		15,064
Current Assets	421,296	6,683	427,979
Liabilities	(102,721)		(102,721)
	333,639	6,683	340,322

GOVERNORS FOR SCHOOLS

NOTES TO THE ACCOUNTS (Continued)

15 Related Party Transactions

During the year the charity received donations totalling £900,000 from the 80:20 Charitable Trust which is exclusively funded by the Armitage family. Mr Ian Armitage is a Trustee of Governors for Schools.

During the year, the charity received the amount of £50,000 from Tenzing. This is for work undertaken by Ian Armitage but his fees donated to the charity.

During the year, the charity received donations totalling £10,000 from GovernorHub. Ian Armitage is a director and shareholder of The Key Services Ltd, who own/control GovernorHub.

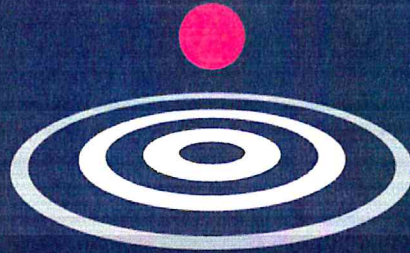
Governors for Schools Trustee Neil Collins was a director of Ortoo Technologies (GovernorHub) until the company was dissolved in May 2023. Neil Collins is now an employee and shareholder of The Key Services Ltd, who own/control GovernorHub.

During the year, the charity received donations totalling £5,000 during the year from the Allen & Overy (Foundation), a company in which Trustee Jane Higgins is a Partner. The charity also received payment of £3,465 for services.

During the year, the charity received payment of £11,550 for services from Lloyds Banking Group, a company in which Trustee David Rowsell is an employee.

During the year, the charity received payment of £3,564 for services from Wesleyan Assurance, a company in which Trustee Adrian McLean is a member of the members advisory board.

No further transactions with related parties were undertaken such as are required to be disclosed.



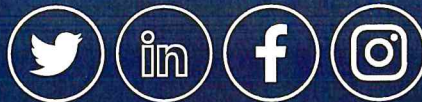
GOVERNORS FOR SCHOOLS

Visit our website:

www.governorsforschools.org.uk



Follow us on socials:



@SchoolGovNet
@governorsforschools

Governors for Schools is the legal entity for different recruitment services and is a registered charity in England and Wales No. 1078330

GOVERNORS FOR SCHOOLS

England & Wales - Charity number 1078330

Accounts



31 March 2023

Company Number: 3879854

Registered Charity Number: 1078330

AGP

Chartered Accountants and Statutory Auditors
Sutton Quays Business Park
Sutton Weaver
Runcorn
WA7 3EH



Year Ended 31 March 2023

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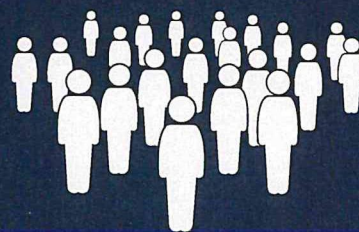
We placed 2,046 volunteers onto 1,654 school boards across England and Wales

○ **4% increase in volunteers appointed**

○ **31% of volunteers are from an ethnic minority**

○ **68% are under 45**

○ **53% are female, 46% are male,**
and 1% are non-binary, transgender, or preferred not to say



2,029 eLearning course completions by volunteers

Our three most popular modules were

- An Introduction to School Governance
- Finance for School Governors
- Driving School Improvement

Over 7,000 governors watched or attended our webinars

Our three most popular webinars were

- Is your governance ready for Ofsted?
- Monitoring the impact of Pupil Premium funding
- Safeguarding: 2022 update



Legal and administrative information

Board of Trustees

Dominic McGonigal (Chair)
Ian Armitage
Jane Higgins
Adrian McLean
Anne Punter
Anita Ralli
David Rowsell
Mark Twigg
Linda Wilding (resigned 31st
January 2023)

Company Secretary

Tara Hill

Chief Executive

Hannah Stolton

Registered Office

Sycamore House
Sutton Quays Business Park
Sutton Weaver
Runcorn
England
WA7 3EH

Company Registration number

3879854

Charity Registration number

1078330

Auditors

AGP Chartered Accountants
Sutton Quays Business Park
Sutton Weaver
Runcorn
WA7 3EH

Bankers

Lloyds Bank
PO Box 1000
Andover
BX1 1LT

Solicitors

Allen & Overy LLP
One Bishops Square
London

Who are we?

Governors for Schools is a national education charity that finds and places skilled people on governing boards across England and Wales. We have over 20 years' experience recruiting high-calibre volunteers from a range of backgrounds, allowing them to bring their knowledge to school and trust boards – and make a difference to how schools are run.

We're part of our volunteers' journeys and are committed to playing an active role in their development as governors. We believe that placing skilled volunteers from diverse backgrounds on governing boards contributes to effective governance. A strong and diverse board enables schools and trusts to provide pupils with the best education possible, helping children and young people reach their full potential.

Our mission

We're committed to providing those responsible for governance appointments with the best governor and trustee recruitment service in the sector.

Our vision

We're working to ensure that every school and trust in England and Wales has excellent governance, driving improved educational outcomes for all children and young people.

Our objectives

We facilitate the recruitment and placement of people with business and management skills who are willing to act as governors with the aim of strengthening the governing boards of schools. We believe this is of benefit to the public through the advancement of education by making available advice and assistance to all schools. The company reviews its aims, objectives and activities each year ensuring they remain focused on the stated purpose of the charity. The Trustees refer to the guidance given by the Charity Commission on public benefit during this process and assess how successful each activity has been and what benefits have been brought to the groups of people the charity is set up to help.

Our values

Excellence

- Attention to detail and a desire to continually improve by seeking and using feedback
- A 'can do' attitude and sense of pride in delivering high-quality work at all times.

Integrity

- Know when to challenge assumptions and suggest better approaches.
- Question actions inconsistent with our values.

Collaboration

- Work with other organisations to provide the best service possible to all our stakeholders.
- Encourage agile, cross-team working to use all available skills and resources.

Pioneering

- Take initiative, finding creative and efficient ways to get things done.

Annual report foreword

There are how many vacancies? 20,000 on school boards across England alone. With so many gaps around the board table, headteachers and other staff members lack the board-level support necessary to help them drive pupil success.

To help fill these gaps, we've been encouraging a diverse range of people to take on governance roles in their communities. While we understand that pro bono volunteering can be tricky for busy professionals, we also know that governance can generate fantastic benefits for both volunteers and schools.

In fact, after 15 years as a governor – mostly as a chair – I can safely say it's one of the most rewarding things I do. There's a real joy in knowing you've played a part in brightening thousands of children's futures. If that weren't enough, governance also allows volunteers to develop sought-after professional skills and apply their business know-how and life skills to an educational context.

We estimate that the added value of each governor is around £1,500 every year in terms of freely given professional expertise. However, I can attest that the real value is far greater when a good governing board is able to provide vision, integrity, and drive to bring the best out of the headteacher and school staff.

This year, we exceeded our targets by placing more high-quality governors in schools. This achievement was only possible because more and more volunteers are signing up. We are also actively recruiting and training governors from under-represented groups to fill existing gaps and increase much-needed diversity in our governing boards. We launched our Pathway To Governance programme, supported by Amazon, and started the process of training young governors in this important role.

We also launched our Trustee Recruitment Service, following the closure of Academy Ambassadors. More than half the schools in England are academies and need good trustees for their boards, as well as strong governors at local level.

I know from personal experience that the chair is often responsible for recruiting governors and trustees and, in many cases, their successors. Finding skilled and enthusiastic non-execs is no small feat, and I would like to thank all those who dedicate their time to the job and make it seem easy – the staff at Governors for Schools, our corporate partners, and the many individuals, trusts, councils, and organisations who support us in the sector.

But my biggest thanks is reserved for the 3,800 volunteers who have put themselves forward in the past year. You offer time out of your busy professional lives for the future of our children and we see the difference this makes every day in schools across the country.



Dominic McGonigal
Chair of Trustee
Board, Governors for
Schools

CEO report

It has been an absolute privilege to lead the Governors for Schools team over the last 12 months. It's been a time of rapid growth and change, and we are delighted with what we have achieved. Thanks to the dedication of my team and trustees, we have continued to deliver on our central aim of recruiting and placing a diverse group of volunteers into governance roles.

Our primary ambition for the year was to successfully match over 2,000 of our volunteers with schools and see them appointed onto boards. The governor recruitment team fulfilled this goal by working diligently with the thousands of volunteers who applied to give their time and skills to support schools.

We could not have achieved such a fantastic result without the enthusiasm of each volunteer. Thank you for taking up this essential role and encouraging others to do the same. Our outreach events have been well-attended and continued to develop the diversity of volunteers stepping up.

Our employer partners have also played a vital role in supporting us to achieve our goal. By encouraging their staff to volunteer as governors, we have seen an increase in the skilled professionals coming forward. What's more, we could not continue to function without their financial support. We have been delighted to welcome several new partners this year, including Atkins, Citi, and Admiral, and to continue building on the foundations set with current supporters.

We continue to receive huge financial support from the 80:20 Foundation, and have been able to run our conference, campaigns, and development of eLearning thanks to sponsorship and promotion from a variety of organisations. Thank you for recognising the value of our work and for enabling us to provide our service.

We have also been working behind the scenes to improve our procedures and tech platforms. Over the coming year, service users will see improvements in how they access our services, which we hope will be more intuitive and enable a more streamlined navigation process.

Finally, we set up our Trustee Recruitment Service this year. Following the closure of Academy Ambassadors, we recognised the need for trustee recruitment support within the sector, quickly recruiting from their talented staff to set up a team to support trusts in finding the volunteers they need at board level. We've already made placements across England and have set ambitious targets for the year ahead. We very much look forward to seeing this area of our business grow over 2023-24.



Hannah Stolton
Chief Executive
Officer, Governors
for Schools

Testimonials

"The team were super supportive and communicative through the entire process and helped me land a governor position at a local school that aligned with my personal values."



Frank de Souza (and Daisy)

Appointed at the Bridge Short Stay School, Cheshire

"I am pleased that I took a chance on contacting Governors for Schools, as I was feeling pretty strange in the early months of my retirement. I feel really excited about the prospect of supporting in my new role."



Alison Campbell

Appointed at Lodge Farm Education, Leicestershire

"A really great service - I was surprised at how quickly I was matched with a local secondary school (considering there aren't as many as primary!) and the communication has been fantastic. I was a bit nervous when I first started as a governor, but I have felt supported all the way. There are many useful resources and training modules available online and I've definitely grown in confidence in my role as a school governor."



Annie Wong

Placed at Cleeve Park School, South East London

Key achievements of the year

We supported

- 32% more volunteers, receiving the highest number of applications in five years.
- Over 2,000 people onto boards in 2022-23, supporting 1,654 different schools.
- 25% more volunteers from our corporate partners onto boards, supporting schools with their skills.

We reached

- Our conference saw 3,600 total session views.
- 7,000 people accessed our training webinars.
- 2,029 people completed one of our eLearning modules.

We launched

- Governor Induction training, providing a comprehensive induction for governors.
- Our Welsh Language eLearning module in conjunction with Cardiff University and Governors Cymru.
- Headteacher recruitment training materials.
- Our Boards against Bullying campaign, highlighting the roles and responsibilities of governing boards.
- National School Governors' Awareness Day, helping to deliver the programme and elevate the importance of the governor role.

Our work in Wales

In 2022-23, we have continued to build on our impact in Wales.

Some key highlights from the past 12 months include:

- 93 governors appointed, representing a 22% increase on 2021-22.
- 191 volunteers recruited across 20 Local Authority areas.
- One new corporate partnership in Wales.

The charity has also:

- Launched a bilingual eLearning module for new and prospective governors in Wales, co-produced with Governors Cymru Services and funded by Cardiff University.
- Hosted a successful university event with attendees from five Welsh universities.
- Successfully engaged with more schools in Wales through a concerted school engagement effort, leading to more co-opted governor placements.

Our work on the Trustee Recruitment Service (TRS)

In 2022-23, we successfully launched our Trustee Recruitment Service (TRS) and laid the foundations for growth in 2023-24 and beyond. Our TRS provides a dedicated, high-quality service for the academy trustee sector. The service launched in September and, in its first phase, focused on generating interest, demonstrating 'proof of concept', and refining processes.

The service was provided free of charge on a pilot basis to a number of trusts to demonstrate effectiveness and help identify areas for adjustment or improvement. The service received strong endorsements, including:

"We used Governors for Schools' Trustee Recruitment Service as it was recommended to us by a chair who had had success in using the service. We had exhausted our other recruitment initiatives and found the service easy to use. The process started with a conversation with a TRS team member to outline our requirements, who subsequently contacted us with a list of potential trustees. All communication with the team has been prompt and clear. The service identified two potential trustees who fit our requirements in a relatively short period of time."

Great Learners Trust, Buckinghamshire, 9 schools

"We had been looking for a trustee with financial experience who could join our Finance Committee. We had tried routes such as contacting local companies but had had no success. The Governors for Schools' TRS came along at the right time, assessing our requirements and discussing them with the Chair of Trustees. TRS rapidly provided the CV of a potential trustee with relevant skills and we were able to meet him soon after. The outcome is that we have a keen new trustee with expertise which will be valuable to our board."

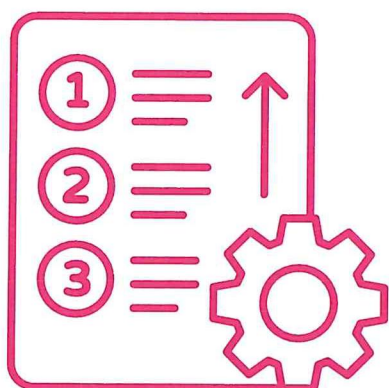
The Mead Educational Trust, Leicester, 13 schools

"The Trustee Recruitment Service was very easy to use and our requirements were considered at every step. We are very happy with the quality of the trustee found for our board, who will fill a skills gap in HR. This is an excellent service allowing us to address gaps on the board and think strategically about succession planning. The appointed person is keen, committed, and has a broad range of skills that will enhance our work across the trust. We highly recommend this service and will certainly use it again in the future – thank you."

InMAT, Northampton, 11 schools

Our work on the Trustee Recruitment Service (TRS) continued...

Onboarding of key personnel, establishment of processes, practices, and principles, as well as the initial promotion of the programme has led to a steady first period for TRS. The service commenced active promotion, marketing, and business development in the final quarter of 2022-23 to help meet ambitious targets for 2023-24.



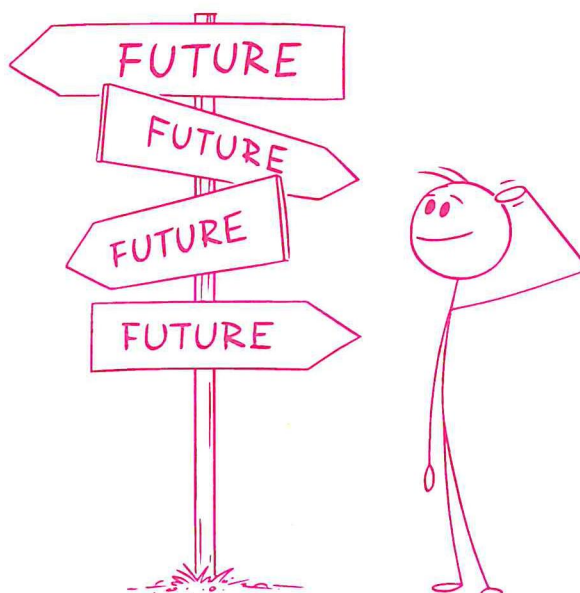
The key priorities for 2023-24 include growing the service to allow us to serve more trusts and better promote the programme, increasing awareness of TRS, and boosting market penetration to meet our revenue targets and make the programme self-sustaining over the medium- and longer-term.

We are also committed to positioning the service as a market leader known for high-calibre candidate recruitment and rigorous processes.

The year ahead

Next year we plan to:

- Place 2,350 governors and 100 trustees.
- Launch a bespoke Chair Recruitment Service for both trustee and governing boards.
- Develop our website and tech further to support busy chairs and clerks who recruit governors.
- Conduct a survey and review our impact, five years after our last report.
- Run our conference, campaigns, and outreach events to support the sector, and introduce governor and trustee roles to more volunteers.
- Collaborate with more partners across industry and our sectors to enhance our impact.
- Grow our sources of income to sustain our work.



“

It is an absolute pleasure to work with the Governors for Schools team. We couldn't ask for a higher level of service. They are proactive, insightful, and engaging, and are a big part of the reason we've been able to grow trust and credibility in the Atkins STEM Governors programme across such a large and complex organisation - as well as being able to inspire our clients.

Jess Bates

**Atkins UK Governors for Schools Programme
Lead and a school governor**



Supporters

Our supporters make our work possible. By working with businesses, public sector bodies, charities, professional bodies, and universities, we're able to expand our reach and find more skilled people to become governors. Thank you to all the organisations we've worked with this year, including:



Business Partners

Our corporate partnerships are integral to our work as a charity. We are fortunate to work with over 20 organisations that recognise the value their employees can bring to school governance roles by supporting strategic change in schools, academies, and trusts. Our partners also recognise the development opportunities these roles afford to their colleagues.

In 2022-23, we were delighted to see 266 volunteers from our partners appointed into governance roles, marking a 25% increase on the previous year.

These volunteers typically possess the skillsets schools most commonly request. Of the 468 applications received in 2022-23:

- 74% bring a strong knowledge of finance
- 35% bring HR skills
- 32% bring previous knowledge of the education sector

Our corporate partners are also diverse employers and, across all applications in 2022-23, 45% were from an ethnic minority, helping us diversify the governance landscape.

More partners joined us to promote school governance roles in 2022-23, including Admiral, Atkins, and Citi. These partnerships have already proved highly successful and, more recently, we've started working with British Land and Heathrow. With more partnerships set to launch in the coming months, we're looking forward to another impactful year ahead.

Thanks to the generous support of Allen & Overy LLP, we created valuable resources and an eLearning module for our 'Boards Against Bullying' campaign in the Autumn term. Many of our employees have benefitted from the Deloitte Digital Connect programme throughout the year and Deloitte kindly donated a number of laptops to our growing team.



Our work with corporate partners truly is at the heart of what we do as an organisation, and we're so pleased with the level of interest shown in developing thriving school governor networks by our wonderful partners. Please visit our [website](#) to learn more about the valuable work we do together and how you can get involved.

Will Durham

Head of Impact and Corporate Partnerships
Governors for Schools

Training

Throughout 2022-23, our training team has developed a number of additional resources to support those in governance roles, primarily focusing on helping those newly appointed to hit the ground running.

In the past year, we've developed and released eLearning modules covering:

- Anti-bullying and the role governors play
- Headteacher recruitment – a guide for governors
- The English school system
- An introduction to governance in Wales (English and Welsh language versions)

We've developed a more intensive governor induction course for governors in academies and maintained schools, which is now available to purchase on our [website](#).

We have updated and refreshed a number of our most popular courses such as 'Driving school improvement' and 'Finance for new governors'.

Our ever popular Better Governor webinar series continues to grow in popularity, with over 3,000 attendees this year, and more than 4,100 watching the recordings back on our YouTube channel.

Conference

The annual Governors for Schools Conference proved to be a popular event with the sector in 2022. Kindly sponsored by the Institution of Engineering and Technology (IET), the virtual, CPD-certified conference attracted over 7,000 session event registrations and 3,600 live session views over two days. In fact, we gained approximately 1,400 more live views than the 2021 event. We delivered 15 sessions with the support of 19 external organisations, and curated over 10 hours of on-demand content. We also created downloadable written resources, which are available on our website.

The event received an impressive 98% recommendation rate from delegates, with average session ratings being 4.3 out of 5.

Feedback

“

"Overall, this conference is proving indispensable for both new and experienced governors."

"This conference has been excellent."

"Really very well managed and with quality presentations."

“

Great service, thank you. I also point my governors (I clerk for multiple boards) towards your training resources and webinars and make use of them myself. For small schools with tight budgets where only a limited number of subscriptions are possible, it is fantastic to have some free supplementary resources.

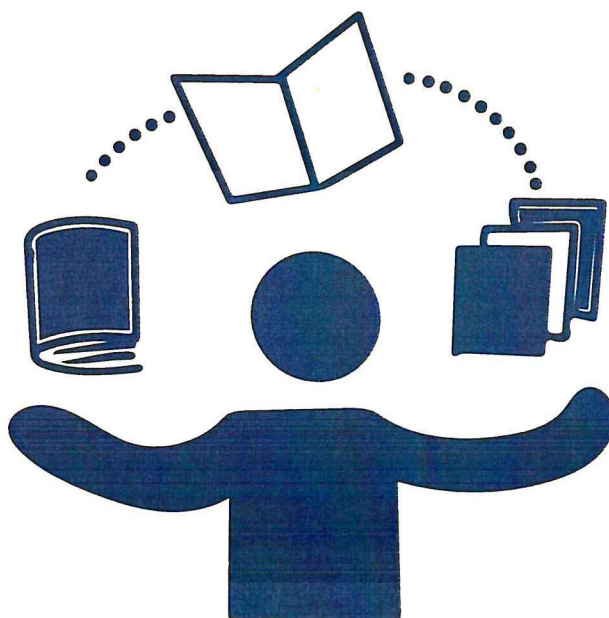
Mhairi Campbell, Clerk to Governors

Working in collaboration with the sector

We actively collaborate with a wide range of organisations within the educational and charitable sectors to enrich our learning and campaign resources, reach new audiences, and enhance brand recognition.

We have long-standing relationships with other governance organisations, including Better Governor, GovernorHub, and The Hoot. Each of these organisations has played a vital role in promoting our work and enriching our resources through, for example, our Better Governor Webinars. As such, we look forward to continue nurturing these relationships and collaborating on more exciting projects.

We are grateful for the many ways in which partner organisations have contributed to this year's campaigns. For example, we teamed up with anti-bullying charity Kidscape to produce our [Boards Against Bullying campaign](#) in November, as well as a range of contributors including ParentKind and Place2Be.



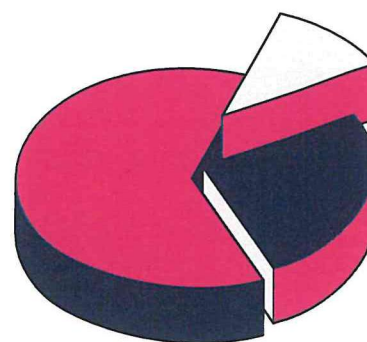
We sparked a range of fresh working relationships while securing speakers for the Governors for Schools Conference 2022. We were delighted to hear from a range of organisations, including Teach First, Education Support, The Difference, and many more. Other fruitful collaborative projects this year included Strictly Education's National School Governors' Awareness Day and a joint webinar event with Now Teach and Action Tutoring. We look forward to developing our existing collaborative relationships in 2023-24, as well as beginning to work with new partners.

Our work to improve diverse representation on governing boards

We closely monitor ethnic minority data about our volunteers to guide our diversity efforts. We follow government guidelines and include 'White, other' as a category on our monitoring forms to ensure our findings are accurate.

Over the past year, our placed volunteers were:

- 58% White
- 17% Asian/Asian British
- 11% Black/African/Caribbean/Black British
- 7% White Other
- 4% Other or Undefined
- 3% from a Mixed Ethnic Background

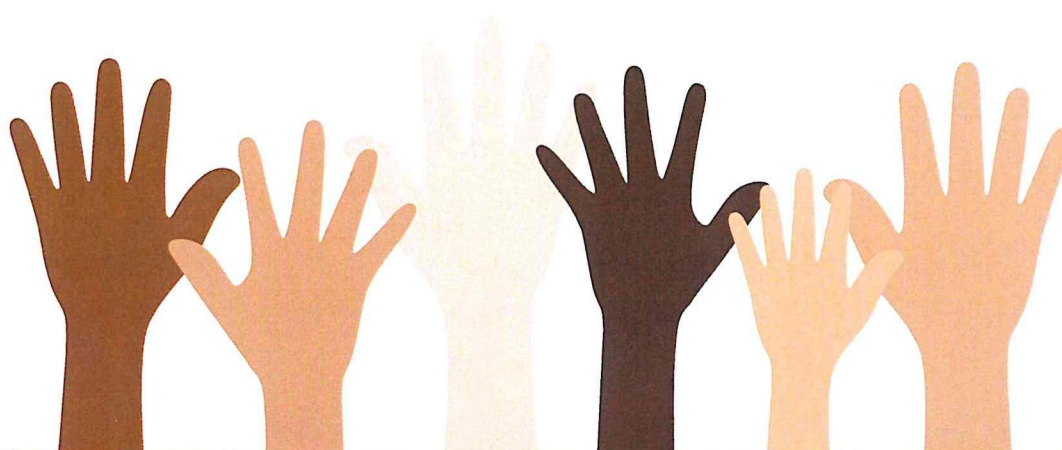


This year we also started to capture sexual orientation as part of our monitoring. Of all applicants in 2022-23:

- 85% identified as Heterosexual/Straight
- 4% Bisexual
- 4% Gay Male
- 1% Gay Female
- 1% defined themselves in another way
- 6% declined to say

We will start reporting on sexual orientation as a percentage of successful appointments in 2023-24. We were not able to provide this figure for 2022-23, as we only have a single year of data, which cannot provide an accurate representation given the time it may take to appoint any given volunteer.

While we're delighted at the diversity of our governance volunteers, we know there's more work to be done to improve diversity on governing boards and improve outcomes for all children. We're continuing to work hard to increase recruitment rates amongst under-represented groups through our work with partners, professional networks, and community groups.



Good Governance

The trustees meet quarterly to monitor progress and to make decisions concerning the strategic direction of the charity. The Chief Executive attends all board meetings. The board approves the annual Business Plan and detailed budget. The staff of Governors for Schools are authorised to work within the framework of the Business Plan and budget under the direction of the Chief Executive. The trustees receive reports from the Chief Executive, comprising financial, statistical and other information to enable them to measure the company's performance against budget, targets and objectives for the year.

New trustees are recruited to the board as required in order to ensure that the board membership has the proper range of skills and competencies. A skills audit is undertaken regularly to identify gaps in expertise.

None of the trustees receive remuneration or other benefit from their work with the charity. Any connection between a trustee or senior manager of the charity must be disclosed to the full board of trustees. In the current year no such related party transactions were reported, other than as disclosed in the notes to the accounts.

Reserve policy

The trustees' current policy is to hold sufficient reserves to provide working capital to meet contracted commitments, 3 months operating costs, and an organised winding down of the company should this ever be required.

These reserves are reflected in the designated reserve fund shown in the accounts. Donations from supporting organisations are sought early in the financial year to provide working capital for the year ahead.

Reserves at the end of the year consisted of Restricted Fund £6,683; Designated Fixed Asset Fund (to be matched against future depreciation charges) £15,064; Designated Reserve Fund £215,000; and Unrestricted Funds of £103,575.

Risk management

The Company has a comprehensive on-going and up-to-date risk register. The board takes direct responsibility for management of risk in two business critical areas; these areas are cessation or reduction of funding and the performance of the Chief Executive. The other risks are designated as operational and the Chief Executive is responsible for monitoring changes and alerting the board.

Trustees' responsibilities

The trustees (who are also directors of Governors for Schools for the purposes of company law) are responsible for preparing the Trustees' Annual 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. Under company law the trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that period. In preparing these financial statements, the trustees are required to:

- Select suitable accounting policies and apply them consistently
- Observe the methods and principles in the Charities SORP
- Make judgments and estimates that are reasonable and prudent
- State whether applicable UK accounting standards have been followed, subject to any departures disclosed and explained in the financial statements
- Prepare the accounts on a going concern basis unless it is inappropriate to presume that the charity will continue in business

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

Small Company Provision

This report has been prepared in accordance with the provisions applicable to companies entitled to the small companies' exemption. The Report of the Trustees' was signed on behalf of the board of directors

On: 15.11.23

By: 

Dominic McGonigal

Chair of Trustees

GOVERNORS FOR SCHOOLS

Independent Auditor's Report to the Members of Governors for Schools

Year ended 31 March 2023

Opinion

We have audited the financial statements of Governors for Schools (the 'charity') for the year ended 31 March 2023 which comprise the statement of financial activities, income and expenditure account, statement of financial position, statement of cash flows and the related notes, 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 financial statements:

- give a true and fair view of the state of the charity's affairs as at 31 March 2023 and of its 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;
- have been prepared in accordance with the requirements of the Charities Act 2011.

Basis for opinion

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

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the trustees' 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 charity's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

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

Other information

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

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

GOVERNORS FOR SCHOOLS

Independent Auditor's Report to the Members of Governors for Schools

Year ended 31 March 2023

We have nothing to report in this regard.

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the charity and its environment obtained in the course of the audit, we have not identified material misstatements in the trustees' report.

We have nothing to report in respect of the following matters in relation to which the Charities Act 2011 requires us to report to you if, in our opinion:

- the information given in the trustees' report is inconsistent in any material respect with the financial statements; or
- adequate accounting records have not been kept; or
- the financial statements are not in agreement with the accounting records and returns; or
- we have not received all the information and explanations we require for our audit.

Responsibilities of trustees

As explained more fully in the trustees' responsibilities statement, the trustees are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the charity'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 charity or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

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

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:

Our approach to identifying and assessing the risks of material misstatement in respect of irregularities, including fraud and non-compliance with laws and regulations, was as follows:

- the engagement partner ensured that the engagement team collectively had the appropriate competence, capabilities and skills to identify or recognise non-compliance with applicable laws and regulations;
- we identified the laws and regulations applicable to the charity through discussions with trustees and other management, and from our commercial knowledge and experience of the sector;
- we focused on specific laws and regulations which we considered may have a direct material effect on the financial statements or the operations of the charity;

GOVERNORS FOR SCHOOLS

Independent Auditor's Report to the Members of Governors for Schools

Year ended 31 March 2023

- we assessed the extent of compliance with the laws and regulations through making enquiries of management and inspecting legal correspondence; and
- identified laws and regulations were communicated within the audit team regularly and the team remained alert to instances of non-compliance throughout the audit.

We assessed the susceptibility of the charity's financial statements to material misstatement, including obtaining an understanding of how fraud might occur, by:

- making enquiries of management as to where they considered there was susceptibility to fraud, their knowledge of actual, suspected and alleged fraud; and
- considering the internal controls in place to mitigate risks of fraud and non-compliance with laws and regulations.

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

- performed analytical procedures to identify any unusual or unexpected relationships;
- tested journal entries to identify unusual transactions;
- assessed whether judgements and assumptions made in determining the accounting estimates were indicative of potential bias; and
- investigated the rationale behind significant or unusual transactions.

In response to the risk of irregularities and non-compliance with laws and regulations, we designed procedures which included, but were not limited to:

- agreeing financial statement disclosures to underlying supporting documentation;
- reading the minutes of meetings of those charged with governance;
- enquiring of management as to actual and potential litigation and claims.
- reviewing correspondence with HMRC, relevant regulators and the company's legal advisors.

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.

As part of an audit in accordance with ISAs (UK), we exercise professional judgment and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.

GOVERNORS FOR SCHOOLS

Independent Auditor's Report to the Members of Governors for Schools

Year ended 31 March 2023

- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the trustees.
- Conclude on the appropriateness of the trustees' use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the charity's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the charity to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

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.

AGP Chartered Accountants are eligible to act as an auditor in terms of section 1212 of the Companies Act 2006.

Use of our report

This report is made solely to the charity's members, as a body, in accordance with section 144 of the Charities Act 2011 and regulations made under section 154 of that Act. Our audit work has been undertaken so that we might state to the charity's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charity and the charity's members as a body, for our audit work, for this report, or for the opinions we have formed.



AGP
Chartered Accountants & statutory auditor
Sycamore House
Sutton Quays Business Park
Sutton Weaver
Runcorn
Cheshire
WA7 3EH

15 NOVEMBER 2023

GOVERNORS FOR SCHOOLS

STATEMENT OF FINANCIAL ACTIVITIES

For the year ended 31st March 2023

	Note	Un- Restricted Funds £	Restricted Funds £	Total Funds 2022/2023 £	Total Funds 2021/2022 £
Income					
Income from Charitable Activities:					
Donations	5	703,240	118,062	821,302	628,453
Investment Income	6	414		414	46
Chargeable Services		145,731		145,731	124,806
Other		0		0	887
Total Income		849,385	118,062	967,447	754,192
Expenditure					
Expenditure on Charitable Activities:					
Raising funds					
Recruiting & Placement of School Governors	7	862,165	111,379	973,544	839,734
Chargeable Services	7	127,608		127,608	110,018
Total Expenditure		989,773	111,379	1,101,152	949,752
Net (Expenditure) / Income for the Year Before Transfers		(140,388)	6,683	(133,705)	(195,560)
Transfers between Funds:					
Net (Expenditure) / Income for the Year		(140,388)	6,683	(133,705)	(195,560)
Other Recognised Gains and Losses					
Net Movement in Funds		(140,388)	6,683	(133,705)	(195,560)
Reconciliation of Funds					
Balances brought forward at 1 April 2022		474,027	0	474,027	669,587
Balances carried forward at 31 March 2023		333,639	6,683	340,322	474,027

The statement of financial activities includes all gains and losses and losses recognised in the year.
All income and expenditure derives from continuing activities.

GOVERNORS FOR SCHOOLS

INCOME & EXPENDITURE

For the year ended 31st March 2023

		Note	TOTAL 2022/2023	TOTAL 2021/2022
			£	£
Income				
Other Restricted	5		118,062	26,524
Donations Unrestricted	5		703,240	601,929
Other Unrestricted			146,145	125,739
Total Income			967,447	754,192
Expenditure				
Salaries	8		872,097	701,025
Other Operational Charges			218,146	241,439
Depreciation	9		10,909	7,288
Total Expenditure			1,101,152	949,752
Surplus of expenditure over income			(133,705)	(195,560)
Net Transfer to/from Funds				
Restricted fund			6,683	(2,500)
Designated Fixed Asset Fund			553	4,065
Designated Reserve Fund				
Unrestricted Fund			(140,941)	(197,125)
			(133,705)	(195,560)

GOVERNORS FOR SCHOOLS

STATEMENT OF FINANCIAL POSITION As at 31st March 2023

	Note	£	2022/2023 £	2021/2022 £
Fixed Assets				
Tangible fixed assets	9		15,064	14,511
Current Assets				
Debtors & Prepayments	10	53,136		59,391
Cash at bank and in hand		374,843		472,397
		427,979		531,788
Liabilities				
Creditors falling due within one year	11	102,721		72,272
Net Current Assets			325,258	459,516
Total Assets less Current Liabilities			340,322	474,027
Net Assets			340,322	474,027
Funds				
Restricted Fund	12		6,683	0
Designated Fixed Asset Fund			15,064	14,511
Designated Reserve Fund			215,000	215,000
Unrestricted Fund			103,575	244,516
			340,322	474,027

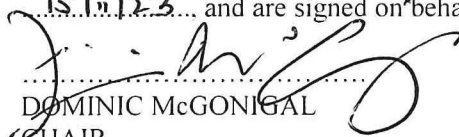
For the year ending 31 March 2023 the charity was entitled to exemption from audit under section 477 of the Companies Act 2006 relating to small companies.

Directors' responsibilities:

- The members have not required the company to obtain an audit of its financial statements for the year in question in accordance with section 476;
- The directors acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and the preparation of financial statements.

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

These financial statements were approved by the board of trustees and authorised for issue on 15.12.23 and are signed on behalf of the board by:



 DOMINIC MCGONIGAL
 CHAIR

GOVERNORS FOR SCHOOLS

STATEMENT OF CASH FLOWS

As at 31st March 2023

	2022/2023	2021/2022
	£	£
Cash flows from operating activities		
Net income	(133,705)	(195,560)
<i>Adjustments for:</i>		
Depreciation and impairment of tangible fixed assets	11,591	7,288
Other interest receivable and similar income	(414)	(46)
Accrued (income)/expenses	27,527	(529)
<i>Changes in:</i>		
Trade and other debtors	6,255	25,497
Trade and other creditors	2,923	871
Cash generated from operations	<u>(85,823)</u>	<u>(162,479)</u>
Interest received	414	46
Net cash (used in)/from operating activities	<u>(85,409)</u>	<u>(162,433)</u>
Cash flows from investing activities		
Purchase of tangible assets	<u>(12,145)</u>	<u>(11,353)</u>
Net cash used in investing activities	<u>(12,145)</u>	<u>(11,353)</u>
Net (decrease)/increase in cash and cash equivalents	(97,554)	(173,786)
Cash and cash equivalents at beginning of year	472,397	646,183
Cash and cash equivalents at end of year	<u>374,843</u>	<u>472,397</u>

GOVERNORS FOR SCHOOLS

NOTES TO THE ACCOUNTS

1 General information

The charity is a private company limited by guarantee, registered in England and Wales and a registered charity in England and Wales. The address of the registered office is Sycamore House, Sutton Quays Business Park, Sutton Weaver, Runcorn, Cheshire, WA7 3EH.

2 Statement of compliance

These financial statements have been prepared in compliance with FRS 102, 'The Financial Reporting Standard applicable in the UK and the Republic of Ireland', 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 (FRS 102) (Charities SORP (FRS 102)) and the Charities Act 2011.

3 Accounting Policies

3.1 Basis of preparation

The financial statements have been prepared on the historical cost basis, as modified by the revaluation of certain financial assets and liabilities and investment properties measured at fair value through income or expenditure.

The financial statements are prepared in sterling, which is the functional currency of the entity.

3.2 Going concern

There are no material uncertainties about the charity's ability to continue.

3.3 Judgements and key sources of estimation uncertainty

The preparation of the financial statements requires management to make judgements, estimates and assumptions that affect the amounts reported. These estimates and judgements are continually reviewed and are based on experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances.

3.4 Fund Accounting

- Unrestricted funds are available for use at the discretion of the trustees in furtherance of the general objectives of the charity.
- Designated funds are unrestricted funds earmarked for particular purposes.
- Restricted funds are subjected to restrictions on their expenditure imposed by the donor.

NOTES TO THE ACCOUNTS (Continued)

3.5 Recognition of Income

All incoming resources are included in the statement of financial activities when the charity is entitled to the income and the amount can be quantified with reasonable accuracy. Incoming resources received for specific purposes are included in the statement of financial activities. The balance of income received for specific purposes but not matched to relevant expenditure during the period is shown in the Restricted Income Fund and Balance Sheet.

- Income from charitable activities and donations is received by way of grants, sponsorship and donations and is included in full in the Statement of Financial Activities when receivable. Grants, where entitlement is not conditional on the delivery of a specific performance by the charity, are recognised when the charity becomes unconditionally entitled to the grant.
- Intangible income represents services and facilities donated by third parties and is included at the value to Governors for Schools where this can be quantified by the Board and where provided at a cost to the third party.

3.6 Expenditure

All payments are recognised in the accounts in the year to which they relate. Expenditure is recognised on an accruals basis as a liability is incurred.

- Charitable expenditure comprises those costs incurred by the charity in the delivery of its activities. It includes both costs that can be allocated directly to such activities and those costs of an indirect nature necessary to support them.
- Governance costs include those costs associated with meeting the constitutional and statutory requirements of the charity and include the audit fees and costs linked to the strategic management of the charity.
- All costs are allocated between the expenditure categories of the SoFA on a basis designed to reflect the use of the resource.
- Costs relating to a particular activity are allocated directly; others are apportioned on an appropriate basis.

3.7 Chargeable Services

Where chargeable services relate to a specific period, income is recognised on a monthly basis with the balance treated as deferred income. Chargeable services income is shown net of VAT. Costs are allocated monthly against annual fees to cover delivery resource, with cost apportionment relating to direct salary costs incurred and a share of operational costs based on staff time.

3.8 Fixed Assets and Depreciation

Purchases are capitalised where the expected useful life of the items exceed one year and where the cost of acquisition exceeds £500 including VAT. Assets are depreciated over their expected useful life by the straight line method. The classes and standard asset lives are reviewed annually. The depreciation rates applied to the main categories of assets are as follows:

Class of Asset	Standard Useful Life
Computer Equipment & Furniture	3 years

GOVERNORS FOR SCHOOLS

NOTES TO THE ACCOUNTS (Continued)

3.9 Debtors

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

3.10 Creditors and provisions

Creditors and provisions are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

3.11 Taxation

The company is a registered charity and as such is exempt from Income and Corporation taxes under the provision of the Income and Corporation Taxes Act 1988. The cost of Value Added Tax incurred by the company has been included in the Income and Expenditure Account.

3.12 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 the carrying value at their settlement value with the exception of banks loans which are subsequently measured at amortised cost using the effective interest method.

3.13 Pensions

Contributions to defined contribution plans are recognised as an expense in the period in which the related service is provided. Prepaid contributions are recognised as an asset to the extent that the prepayment will lead to a reduction in future payments or a cash refund.

When contributions are not expected to be settled wholly within 12 months of the end of the reporting date in which the employees render the related service, the liability is measured on a discounted present value basis. The unwinding of the discount is recognised as a finance cost in profit or loss in the period in which it arises.

3.14 Operating lease agreements

Rentals applicable to operating leases where substantially all of the benefits and risks of ownership remain with the lessor are charged against profits on a straight line basis over the period of the lease.

4 Limited by guarantee

The company is limited by guarantee and does not have a share capital. The liability of the members is limited in the event of the company being wound up to such amount as may be required not exceeding one pound.

GOVERNORS FOR SCHOOLS

NOTES TO THE ACCOUNTS (Continued)

5	Donations	2022/2023 £	2021/2022 £
	80:20 Charitable Trust	687,312	515,024
	Allen & Overy	10,500	7,500
	Tenzing	50,000	50,000
	Amazon Smile	39	54
	Frances Jacob	48,000	48,000
	JustGiving	366	218
	Cardiff University		2,000
	GovernorHub	10,000	2,000
	Charities Aid Foundation		3,600
	IET	2,800	
	Deloitte	1,575	
	Hoddesdon	260	
	Charities Trust	200	
	National Lottery Community	5,250	
	CAST	5,000	
	Giving Com Ltd		57
		821,302	628,453
6	Investment Income	2022/2023 £	2021/2022 £
	Bank Interest	414	46
		414	46

GOVERNORS FOR SCHOOLS

NOTES TO THE ACCOUNTS (Continued)

7

Charitable Activities	2022/2023	2021/2022
	£	£
Marketing	23,999	30,065
Business Development	1,720	11,558
Impact and Governor Support	61,181	10,802
Website & Database	50,219	25,881
Salaries & Expenses	788,584	624,642
Administration	2,786	24,497
Occupancy Costs	23,555	93,650
Depreciation	10,909	7,288
Office Equipment	1,278	522
Legal & Professional	4,033	5,699
	<u>968,264</u>	<u>834,604</u>
Governance Costs		
Auditors' Remuneration - Audit Fee	5,280	5,130
	<u>5,280</u>	<u>5,130</u>
Chargeable Services Costs		
Salaries & Expenses	108,948	93,648
Operational costs	18,660	16,370
	<u>127,608</u>	<u>110,018</u>

8 Remuneration

The Board Chairman & Directors

The Chairman & Directors did not receive any remuneration for their services. No expenses were paid during the year.

8.1 Employees

8.2 Analysis of Employees

Category of Employment	Average Number Of Employees 2022/2023	Average Number Of Employees 2021/2022
Chief Executive	1	1
Administration	2	2
Delivery & Impact	23	21
	<u>26</u>	<u>24</u>

GOVERNORS FOR SCHOOLS

NOTES TO THE ACCOUNTS (Continued)

8.3 Analysis of Staff Costs

Total staff costs for the year were

Salaries	Total 2022/2023 £	Total 2021/2022 £
Salaries	775,034	625,728
Employer's Pension	21,955	17,988
Employer's NIC	75,108	57,309
	872,097	701,025

The amount recognised in the Statement of Financial Activities as an expense in relation to defined contribution pension plans was £21,955.

The number of employees whose emoluments (salaries, wages and benefits in kind) fell within the following band:

	2022/2023 £'000	2021/2022 £'000
£70,000 - £79,999	0	0
£80,000 - £89,999	1	1

During the year pension contributions of £6,724 were paid for this member of staff.

9 Fixed Assets Analysis of Fixed Assets

	Computers & Furniture £	Total 2022/2023 £	Total 2021/2022 £
Cost			
as at 1 April 2022	84,754	84,754	73,401
Purchased in year	12,145	12,145	11,353
Disposal of equipment	(40,216)	(40,216)	0
Cost as at 31 st March 2023	56,683	56,683	84,754
Depreciation			
as at 1 April 2022	70,243	70,243	62,955
Charge for the year	10,909	10,909	7,288
Depreciation on Disposal	(39,533)	(39,533)	0
as at 31 st March 2023	41,619	41,619	70,243
Net Book Value			
as at 1 April 2022	14,511	14,511	10,446
as at 31 st March 2023	15,064	15,064	14,511

GOVERNORS FOR SCHOOLS

NOTES TO THE ACCOUNTS (Continued)

10 Assets

Debtors & Prepayments	Total 2022/2023 £	Total 2021/2022 £
Rent Bond		15,000
Sundry Debtors	29,210	21,324
Prepayments	23,926	23,067
	53,136	59,391

11 Liabilities

Creditors falling due within one year	Total 2022/2023 £	Total 2021/2022 £
Creditors	4,990	6,324
Accruals and Deferred Income	91,425	63,898
Taxation	6,306	2,050
	102,721	72,272

Where chargeable services relate to a specific period, income is recognised on a monthly basis with the balance treated as deferred income.

	Total 2022/2023 £	Total 2021/2022 £
Deferred income brought forward	54,389	57,583
Released from the prior year	(54,389)	(57,583)
Deferred in the current year	85,633	54,389
Deferred income carried forward	85,633	54,389

12 Restricted Funds

	Balance 2021/2022 £	Incoming £	Expenditure, Gains, Losses & Transfer £	Total 2022/2023 £
Allen & Overy	0	10,500	7,999	2,501
80:20 Charitable Trust	0	87,312	87,312	0
CAST (Deloitte Digital)	0	5,000	5,000	0
National Lottery	0	5,250	1,068	4,182
GovernorHub	0	10,000	10,000	0
	0	118,062	111,379	6,683

GOVERNORS FOR SCHOOLS

NOTES TO THE ACCOUNTS (Continued)

Restriction

Allen & Overy

Sponsorship of the Governors for Schools ‘Boards against bullying’ campaign running in autumn 2022 and sponsorship of the Governors for Schools ‘Counting the cost’ campaign running in Spring 2023.

80:20 Charitable Trust

Restricted donation of £40,000 to facilitate the creation of ‘Headteacher recruitment’ eLearning for governors and to support the promotion of the resource to relevant stakeholders. Restricted donation of £20,000 to support the organisations governor recruitment and placement work specifically in Wales. Restricted donation of £27,312 to support Governors for Schools employees with the cost of living.

National Lottery Community Fund

Restricted donation of £5,250 to support the organisations governor recruitment and placement work specifically in Wales.

GovernorHub

Restricted donation of £5,000 to facilitate the creation of ‘Headteacher recruitment’ eLearning for governors and to support the promotion of the resource to relevant stakeholders. Restricted donation of £5,000 to support the organisations governor recruitment and placement work specifically in Wales.

CAST (Deloitte Digital)

Restricted donation of £5,000 to cover the salary costs of the Governors for Schools employees’ participating in the Deloitte Digital programme which supports the development and implementation the organisations digital strategy.

13 Analysis of Net Assets Between Funds

	Unrestricted Funds £	Restricted £	Total 2022/2023 £
Tangible Fixed Assets	15,064		15,064
Current Assets	421,296	6,683	427,979
Liabilities	(102,721)		(102,721)
	333,639	6,683	340,322

	Unrestricted Funds £	Restricted £	Total 2021/2022 £
Tangible Fixed Assets	14,511		14,511
Current Assets	531,788		531,788
Liabilities	(72,272)		(72,272)
	474,027		474,027

GOVERNORS FOR SCHOOLS

NOTES TO THE ACCOUNTS (Continued)

14 Operating Leases

The total future minimum lease payments under non-cancellable operating leases are as follows:

	Total	Total
	2022/2023	2021/2022
	£	£
Not later than 1 year	0	18,000
Later than 1 year and not later than 5 years	0	0
	<u>0</u>	<u>18,000</u>

The leases payments recognised as an expense during the year amounted to £18,000.

15 Related Party Transactions

During the year the charity received donations totalling £687,312 from the 80:20 Charitable Trust which is exclusively funded by the Armitage family. Mr Ian Armitage is a Trustee of Governors for Schools.

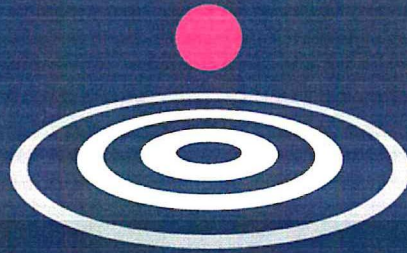
During the year, the charity received the amount of £50,000 from Tenzing. This is for work undertaken by Ian Armitage but his fees donated to the charity.

During the year, the charity received donations totalling £10,000 from Governor Hub (Ortoo Technologies Ltd). Ian Armitage is a director and shareholder of The Key Support Services Ltd, the ultimate controlling entity of Governor Hub.

The charity received donations totalling £10,500 during the year from Allen & Overy, a company in which Trustee Jane Higgins is a Partner. The charity also received payment of £3,150 for services. There was a balance of £3,500 due from Allen & Overy to the charity at the year end.

The charity received payment of £10,500 for services from Lloyds Banking Group, a company in which Trustee David Rowsell is an employee.

No further transactions with related parties were undertaken such as are required to be disclosed



GOVERNORS FOR SCHOOLS

Visit our website:

www.governorsforschools.org.uk



Follow us on socials:



@SchoolGovNet

[@governorsforschools](#)

GOVERNORS FOR SCHOOLS

England & Wales - Charity number 1078330

Accounts



31 March 2022

Company Number: 3879854

Registered Charity Number: 1078330

AGP

Chartered Accountants and Statutory Auditors
Sutton Quays Business Park
Sutton Weaver
Runcorn
WA7 3EH



Year Ended 31 March 2022

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Annual Report 2021-22

We placed **1,962** volunteers
in **1,523** schools
with support to ensure success



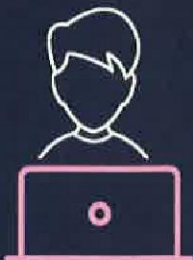
10%
increase in
volunteers
appointed

36%
of them are
from ethnic
minority
groups

63%
of them
are under
45

54% are
female and
46% are
male

2,458 eLearning courses completed by governors



Our 3 most popular modules
were:

An introduction to school governance

Wellbeing Governors: children's and young people's mental
health and wellbeing

Driving school improvement



5,140 people attended our training webinars



Our 3 most popular webinars
were:

How do we govern the school curriculum?

Experiences of Ofsted 2021

Safeguarding in 2021



Legal and administrative information

Trustees who served the charitable company during the year	Linda Wilding (Chair) Ian Armitage Jane Higgins Martin Lawrence MBE (resigned: 3rd November 2021) Anne Punter David Rowsell Mark Twigg Dominic McGonigal Adrian McLean Anita Ralli
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Company Secretary	Tara Hill
Chief Executive	Hannah Stolton
Registered Office	Sycamore House Sutton Quays Business Park Sutton Weaver Runcorn WA7 3EH

Company Registration number	3879854
Charity Registration Number	1078330

Auditors	AGP Chartered Accountants Sutton Quays Business Park Sutton Weaver Runcorn WA7 3EH
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Bankers	Lloyds Bank PO Box 1000 Andover BX1 1LT
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Solicitors	Allen & Overy LLP One Bishops Square London
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Structure

Governors for Schools is a company limited by guarantee and a registered charity. The company's Memorandum and Articles of Association are the primary governing documents.

Who are we?

Governors for Schools is a national education charity that finds and places skilled people on governing boards across England and Wales. We have over 20 years' experience recruiting high-calibre volunteers from a range of backgrounds, so that they can bring their knowledge to school boards - and make a difference to how schools are run.

We're part of our volunteers' governor journey and are committed to playing an active role in their development in the role. We believe that placing skilled volunteers from diverse backgrounds on school boards contributes to effective governance. A strong and diverse board enables a school to provide pupils with the best education possible, helping children and young people reach their full potential.

Our mission

We're committed to providing those responsible for appointing governors with the best governor and trustee recruitment service in the sector. We'll support new governors through the process and provide training for those in role.

Our vision

We're working to ensure that every school in England and Wales has excellent governance, driving improved educational outcomes for all children and young people.

Our objectives

We facilitate the recruitment and placement of people with business and management skills who are willing to act as governors with the aim of strengthening the governing boards of schools. We believe this is of benefit to the public through the advancement of education by making available advice and assistance to all schools.

The company reviews its aims, objectives and activities each year ensuring they remain focused on the stated purpose of the charity. The Trustees refer to the guidance given by the Charity Commission on public benefit during this process and assess how successful each activity has been and what benefits have been brought to the groups of people the charity is set up to help.

Our values:

Excellence

- Attention to detail and a desire to continually improve by seeking and using feedback
- A 'can do' attitude and sense of pride in delivering high-quality work at all times

Integrity

- Know when to challenge assumptions and suggest better approaches
- Question actions inconsistent with our values

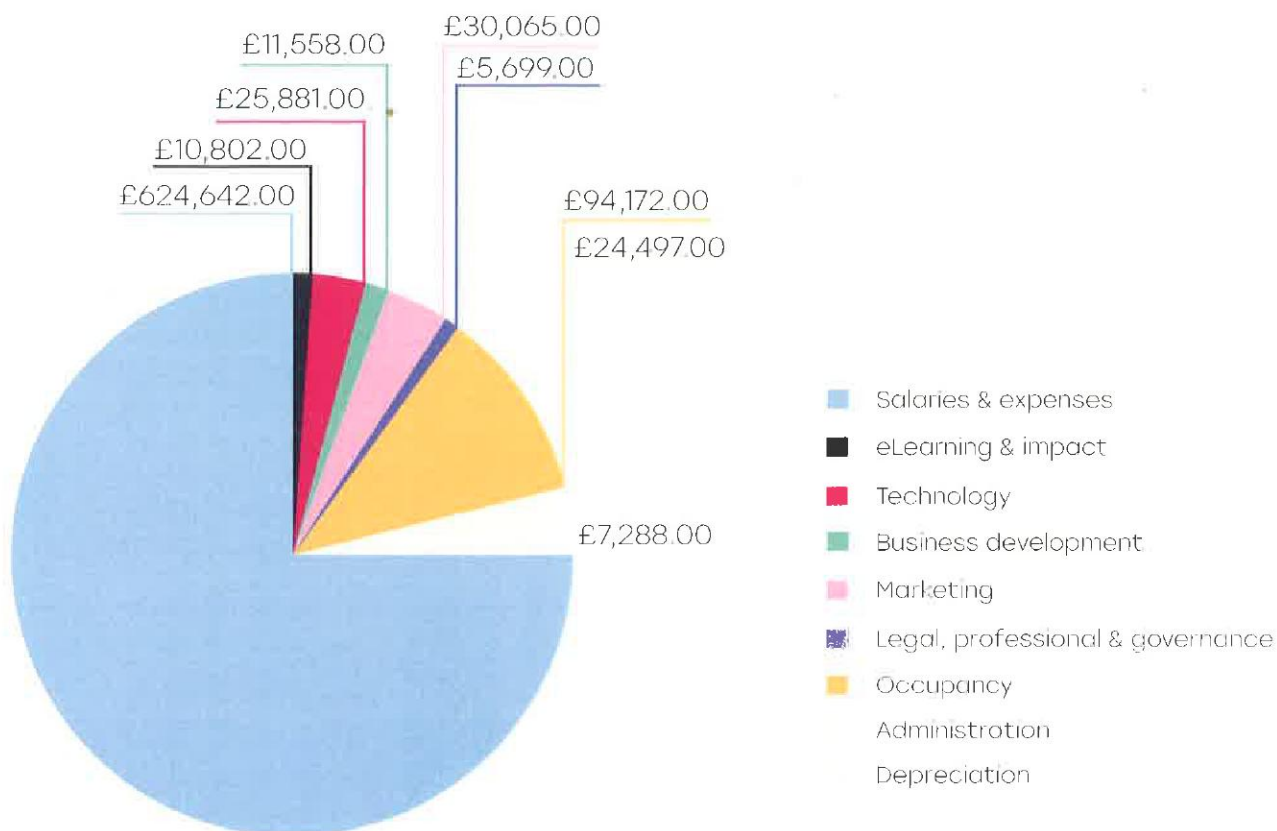
Collaboration

- Work with other organisations to provide the best service possible to all our stakeholders
- Encourage agile, cross-team working to use all available skills and resources

Pioneering

- Take initiative and find creative and effective ways to get things done

Expenditure 2021-22



Why is our work needed?

The past two years have yielded unprecedented challenges for the education system. As schools do their best to support young people in this trying time, the need for skilled and diverse governing boards grows apace.

In March 2022, the Department for Education released a whitepaper stating the need for a stronger and fairer school system offering targeted support for every child. This, combined with the continued drive towards academisation, means that strong governance is vital in supporting schools to deliver such ambitious goals. Governance has a key role to play in ensuring schools are supported in delivering against this vision.

Our links to diverse groups of professionals will play an essential role in ensuring boards recruit the right people to support and challenge school leaders.

Governors for Schools aims to:

- Grow the number of governors placed and supported in schools to provide effective governance
- Continue to raise our profile within the education and business sectors to support this work
- Share our impact and learning more widely with partners and the sector
- Further broaden the funding base for the charity
- Support our team with effective training and technology enabling them to deliver an excellent service to stakeholders

While it has been another difficult year for schools, we are proud to have supported them by significantly increasing the number of volunteers we have helped appoint. We have also bolstered the number of free training opportunities made available to the governance sector.

Chair of Trustees contribution



Linda Wilding

Chair, Governors for Schools
Member of Learning Partners Academy Trust
Trustee, GEP multi-academy trust, Surrey

The education sector has faced several new challenges this year, with many school leaders describing the autumn term as the toughest to date. Despite such adversity, governing boards have risen to the challenge and continued to deliver outstanding support. I am proud of the role Governors for Schools plays in building and diversifying these boards, reporting a 10% increase in the number of volunteers appointed as governors.

Governing boards across the country have successfully grappled with the “new normal”, consciously tackling the huge challenges associated with “catch up”. It is a testament to the selflessness and resolve of volunteers that we have seen such an increase in appointments. Thank you to all those who have used our service.

Our mission continues to revolve around finding volunteers with a diversity of skills and perspectives, particularly those that school boards currently lack. We are continually delighted by the number of applications both from those under the age of 35 and those from an ethnic minority background.



This year we have significantly developed our learning and development resources for volunteers, producing a range of eLearning modules, webinars, and informative articles. We are pleased to note that these resources have been warmly received and have helped volunteers to thrive in their roles. Furthermore, our first annual conference provided governors with the opportunity to network and learn from a fantastic cohort of speakers.

We continue to make progress against our goal to increase funding from corporate supporters, thereby reducing our reliance on donations and ensuring our long-term sustainability. By working with employers who recognise the ways in which our partnerships benefit both schools and employees, we are reaching a more diverse group of volunteers and engaging those who may not otherwise have considered – or even be aware of – the role.

Our thanks go to all those who support us financially and allow us to continue our work in supporting schools across England and Wales.

I would like to extend my thanks to all the staff at Governors for Schools and the trustees who give their time so freely. We are extremely grateful for the service provided by our trustee Martin Lawrence, who stepped down in November after being involved with the charity for 19 years. Martin provided a wealth of knowledge, experience, and support to the charity, and we wish him a healthy and happy retirement.

Finally, thanks to the thousands of volunteers who give their time to schools supporting the education of pupils. Although your efforts and work often goes unseen, we recognise that your time and expertise encourages schools across England and Wales to be the very best they can be.

CEO report



Hannah Stolton

CEO, Governors for Schools
Chair of governors, Nazeing Primary School, Essex

As an organisation it has been rewarding to see our impact across England and Wales over the past year, having matched volunteers with vacancies and secured 1,962 new appointments across local academy, maintained governor and trustee boards. The positive feedback we've received from both schools and volunteers evidences the vital nature of our service for building strong and diverse boards.

At the beginning of the financial year, we saw record numbers of appointments across all areas. Our North team experienced particularly impressive growth, having made efforts to engage more schools with our service. By the end of the summer term, we had already aided 667 appointments across England and Wales – a fantastic result, albeit one which significantly depleted our pipeline of volunteers. To replenish this pipeline, we spent the following few months reaching out to new partners and volunteer sources.

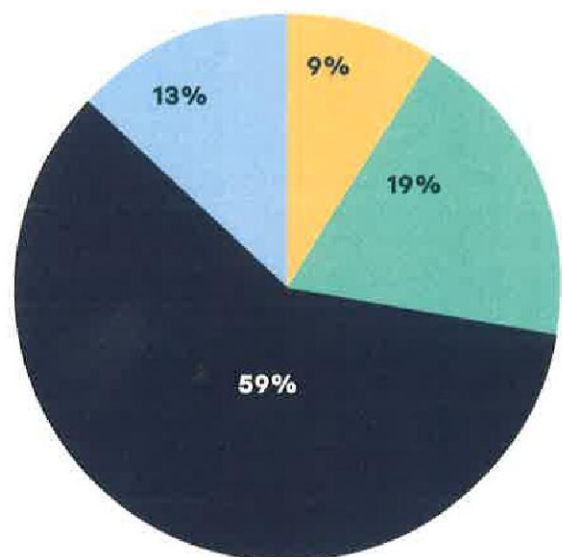
The autumn term saw fewer appointments than we'd have liked, particularly in comparison to 2020, when boards had appointed large numbers after lockdown. Following a period of change within the team, our aim was to be in a good place for the final term of the year. Having established a new setup for our London Team, which was working well, we anticipated many appointments in that area alone. Fortunately, these hopes were realised, and we facilitated the appointment of 319 governors in March – our strongest month in five years.

As a specialist governor recruitment service, we understand the important role we play in boosting diversity amongst the people governing our schools and trusts. Over the year, we maintained a high level of candidate diversity across the demographics that we measured:

age (35% under 35), gender (46% male, 54% female), ethnicity (36% ethnic minority background). For the next financial year, we have implemented systems to review the backgrounds of our volunteers in greater detail.

We continued our programme of monthly support webinars – which are always well-received – with several attracting over 500 attendees on the day and many more watching back afterwards. I'd like to thank Better Governor for having delivered these sessions in such an engaging and informed way. We also continued our regular monthly information session for people interested in learning more about school governance. These continued to prove popular and have been successful in raising awareness and accessibility of the governance role amongst the general population.

Staffing responsibilities



- Executive Team
- Partnership Development
- Recruitment & Placement
- Support & Training of Volunteers



The contact with Governors for Schools was superb. Once it had been established what school age group I was most suited to I was very pleased to receive a number of opportunities and pleased that it was not a problem to turn down a school until the right one came along.



Chris Schanshieff,
School governor,
Hitchin Boys' School

Our September conference represented an opportunity to bring together people from across governance to share ideas and best practices. Our 25 sessions were well-attended and covered a great variety of topics. Thanks so much to all those who joined us – it was a pleasure to have the opportunity to showcase the work going on in the sector. We learnt valuable lessons from the week and will be adapting our next conference accordingly.

In September we also launched our new campaign – ‘All pupils, every ambition’. Our aim is to reach new volunteers who want to ensure every pupil is meeting their potential by introducing them to board-level volunteering. Thanks to GovernorHub, The Careers and Enterprise Company, and Allen and Overy for supporting us with this work

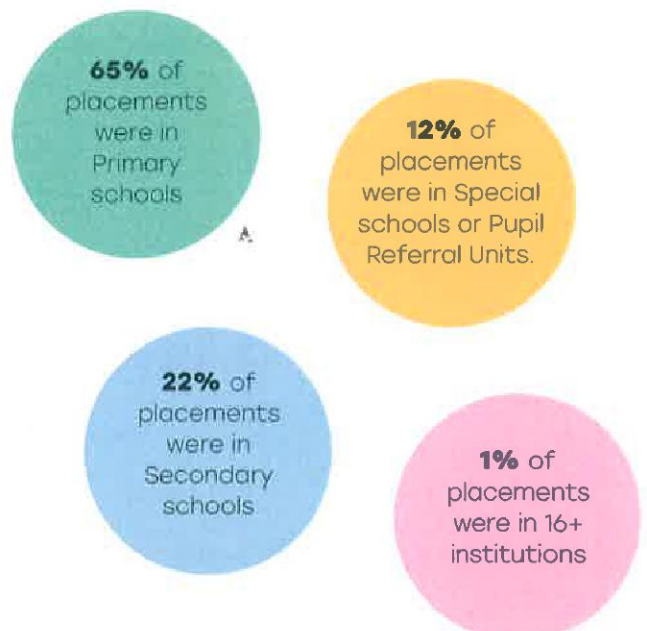
Sadly, a number of team members left us this year. After extensive time working from home, they felt it was time for a new challenge. We were sorry to see them go, but recruited new, experienced team members who quickly acclimatised to their roles. As such, we could continue working towards our goals without too much disruption. As we prepared to move to a remote working model for the future, we were able to recruit staff from a wider pool and are delighted that our new joiners have settled in so well and are already making a significant impact.

Looking ahead to the next year, we are excited to be extending our offer to support trusts with their recruitment needs across all levels of governance, including increasing the number of trustees we place. With the Academy Ambassadors Programme no longer available, we recognise that our support in this area is needed.

We already support many boards in areas of high deprivation, but will be running a pilot project to support their improvement journeys. This will include working with boards to engage parent governors, as well as volunteers from the local community and their school staff.

We're moving to a new Learning Management System, implementing website changes to make sure people can track their training and development easily and effectively. We will also enhance volunteers' awareness of the breadth of support on offer. We will be launching a 12-month induction programme designed to help new governors make a greater impact and gain a better understanding of what the role entails. Coupled with some exciting new partner-led eLearning modules planned for the year, we are supporting governors at every stage.

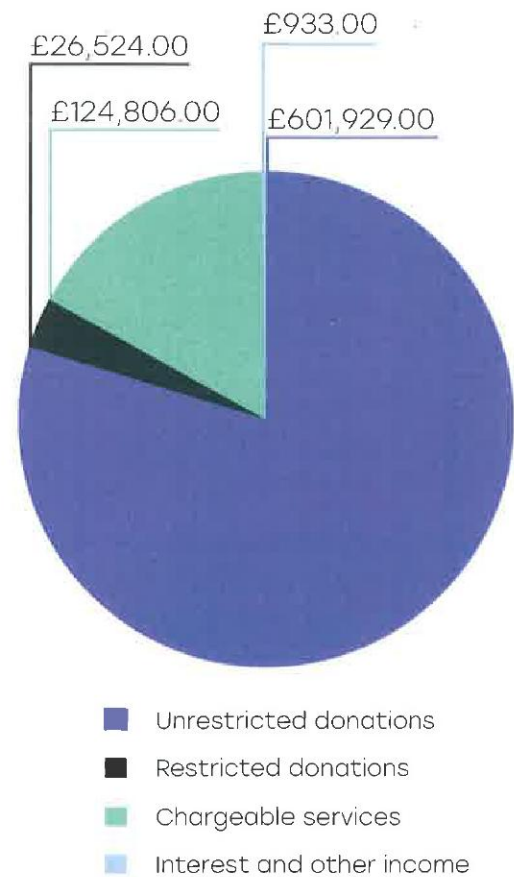
Finally, as we look to 2022/23, we aim to facilitate the appointment of 2,000 people onto school and trust boards, and thank all of our partners and volunteers who make that possible.



Key achievements for the year

- 10% increase in the number of volunteers appointed to governance roles
- Increase in funding from corporate supporters, which has yielded a 7% increase in volunteer applications
- Delivered our first-ever conference, with five days of well-received free sessions for those involved in governance
- 'All pupils, every ambition' campaign – supported by a wide range of fantastic collaborators and partners
- Developed resources to support governors in preventing avoidable exclusions alongside Allen & Overy
- 5,140 people attended our training webinars
- 2,458 people completed one of our eLearning modules

Income 2021-22



Our work in Wales

In 2021-22 we have continued to build on the work we started last year within Wales.

Some key highlights from the past twelve months include:

- 76 governors appointed across 16 different local authorities
- 4 university partnerships developed
- 12 partnerships with local authorities secured

The charity has also:

- Secured funding from Cardiff University to co-create Welsh governor eLearning with Governors Cymru
- Held Wales-focused sessions during the September 2021 conference, including speakers from Education Support, Cardiff Council, Chambers Wales and the South East Wales Education Achievement Service
- Strengthened our staffing in Wales to build on these successes in the year ahead

“

After taking a break from school governance, I had been yearning to get back involved but was intimidated by the process of finding a new role.

Luckily, Governors for Schools were on hand to help! Not only did the team provide me with proactive support, they also encouraged me every step of the way. I was quickly matched with a local school and given the tools I needed to thrive. Thank you, Governors for Schools, for helping me to reconnect with my passion!



Felicia Johnston,
Dulwich Hamlet Junior School,
Southwark



The year ahead

In 2022/23 we aim to:

- Maintain the number of volunteers applying for the role and placed on boards across England and Wales
- Increase the number of companies we work with to access new volunteers and further diversify our funding
- Following the closure of Academy Ambassadors, we will extend our offer to boards looking for trustees. We are delighted to welcome key members of the Academy Ambassadors team to ensure effective delivery of this work, as the education system moves further towards academisation
- Continue working towards our Decade of Diversity pledges to support diversity across governing boards
- Continue with our 'All pupils, every ambition' campaign, as well as create new, shorter campaigns to encourage more people to consider taking up a governor role
- Hold another conference while further developing our training and support offer for governors
- Provide clear impact reporting for our partners and the wider sector which celebrates the stories behind our work and volunteers
- Effectively use technology to ensure our service is easy to use and access for all stakeholders

Supporters

Our supporters make our work possible. By working with businesses, public sector bodies, charities, professional bodies, and universities, we're able to expand our reach and find more skilled people to become governors.

Thank you to all the organisations we've worked with this year, including:



Business partners

Many of last year's volunteer applications came from our corporate partners – companies who appreciate how their employees can support schools by volunteering their time and skills to drive strategic change. These companies also understand how governance volunteering can develop the skills and experiences of their staff.

These partnerships support us in recruiting volunteers with the skills schools most commonly request:

- 74% of volunteers from these partnerships bring strong finance skills and knowledge
- 40% bring HR skills
- 34% bring prior knowledge and experience of the education sector

2021-22 saw more companies join us to promote school governance, and we were delighted to launch partnerships with JLL, Unilever and Microsoft. With more organisations set to launch governor volunteering initiatives in the months ahead, we are looking forward to another fantastic year working alongside all of our partners.

We worked with Allen & Overy to produce resources to help governors understand their role in reducing avoidable exclusions in school, including webinars, resources, and an eLearning module. They also supported term two of our 'All pupils, every ambition' campaign, which featured resources centred on employability and work-related learning.

“

Governors for Schools have been a wonderful partner to work with again this year. Their expertise and positive attitude have really helped to drive forward our Governance for Better programme. They are very proactive and respond quickly to enquiries. I'm looking forward to our continued journey together.



Paula Rocque,
Corporate Responsibility
Assistant Manager, KPMG

University partners

We have continued to build great relationships with our university partners and are now partnered with over a third of all universities across England & Wales. Over the past year we have seen an increase in engagement opportunities with both staff & alumni.

“

It has been great to grow our partnership with GfS over the past year. They have been so supportive, delivering online sessions for our staff and alumni. These sessions have resulted in more Cardiff University employees becoming governors and we now have over 70 staff in our governor network. They regularly share opportunities for our serving staff governors network. In addition, following feedback from our staff network, GfS have developed a bilingual online learning resource for new governors across Wales. This development is part of the University's civic outreach programme which aims to support leadership and management in Welsh schools. We're really looking forward to continuing to develop our relationship in the year ahead.



Susan Diment,
Education Partnership Manager
Cardiff University



Training

Throughout 2021-22, we've continued creating resources to ensure our volunteers are fully prepared for their roles and can hit the ground running. We have also continued to provide free training and support for the school governance sector in general. For all governors we provide:

- Introductory information about the role, including key information about what they can expect, useful documents, and an overview of the governor position
- An invitation to join our regular webinars where they can learn more about timely governance topics, hear from a range of experts and have their questions answered
- A dedicated point of contact to provide support throughout the application process, matching volunteers with a school in need
- 12 months' free access to the Key for School Governors
- Access to our current eLearning modules, including our Introduction to School Governance
- We've added new eLearning modules on wellbeing in schools and reducing exclusions, and updated our module on work-related learning and careers guidance

We have also continued to provide free training and support for the school governance sector in general, meaning anyone can access our core eLearning modules, as well as attend our webinars and networking sessions.

“

The support and service provided by Governors for Schools is excellent. The online courses and webinars are valuable, the volunteers we have been put in touch with for our GB have been engaged and proactive. The contacts at GfS have always been helpful and supportive. Thank you.



Penny Edwards,
Chair of Governors,
Squirrels Heath Junior School, Havering

“

I have been recommending your webinars to all our governors and trustees and those that have joined the training, or watched it later, have commented that it is has been most useful. Thank you for producing these.



Carole Kirby,
Trust Governance Lead, InMAT

Sustainable development goals - our commitments and progress

Responsible consumption and production

Since 2019, we've been hiring people from across the UK, ensuring our Partnership Managers and Coordinators are based in or around the regions for which they are responsible. In moving away from a London-centric hiring strategy, we've reduced the need for travel across the country.

Where extensive journeys are necessary, we encourage employees to travel via public transport, if possible. By the end of May 2022, we'll have given up our office entirely and moved to a completely remote working arrangement, thereby tackling the high energy expenditure associated with running an office space and reducing the need for commuting.

Finally, we continue to use online resources rather than paper, reducing our ecological footprint even further.

Improving education

We're committed to improving educational standards for children across England and Wales through effective governance. As part of this, it is imperative we fill vacancies with governors passionate and knowledgeable about creating a more sustainable world and supporting education about climate change.

Following the recent COP26 in Glasgow, we organised a webinar about how governors can encourage pupils to engage in ongoing debates surrounding ecological issues and build a bright future for younger generations.

Going forward, we aim to produce more insightful webinars and training resources detailing how governors can improve education for young people. Our ongoing 'All pupils, every ambition' campaign, for example, explores how governors can open up exciting opportunities for young people, including those who don't wish to follow traditional academic routes.

Reducing inequality in ethnic representation on boards

We closely monitor ethnic minority data about our volunteers, helping to guide our diversity efforts. To ensure we get it right, we follow government guidelines and include 'White, other' as a category on our monitoring forms.

Over the past year, our placed volunteers were 57% White, 17% Asian/Asian British, 9% Black/African/Caribbean/Black British, 9% White Other 4% mixed ethnic background, 3% Other or Undefined.

We know there's more work to be done to improve diversity on governing boards and improve outcomes for all children. We're working hard to increase recruitment rates amongst ethnic minorities through our work with partners, professional networks and community groups.

Supporting social mobility

Through initiatives like our 'All pupils, every ambition' campaign, we are exploring how governing boards can support social mobility in schools. We also work to reduce inequality by placing volunteers at schools in area of high disadvantage.

Last year, 36% of our placements in England and 23% of our placements in Wales were in schools serving areas of high disadvantage, figures on which we plan to build in the year ahead.

Good governance

The trustees meet quarterly to monitor progress and to make decisions concerning the strategic direction of the charity. The Chief Executive attends all board meetings. The board approves the annual Business Plan and detailed budget. The staff of Governors for Schools are authorised to work within the framework of the Business Plan and budget under the direction of the Chief Executive. The trustees receive reports from the Chief Executive, comprising financial, statistical and other information to enable them to measure the company's performance against budget, targets and objectives for the year.

New trustees are recruited to the board as required in order to ensure that the board membership has the proper range of skills and competencies. A skills audit is undertaken regularly to identify gaps in expertise.

None of the trustees receive remuneration or other benefit from their work with the charity. Any connection between a trustee or senior manager of the charity must be disclosed to the full board of trustees. In the current year no such related party transactions were reported, other than as disclosed in the notes to the accounts.

Reserve policy

The trustees' current policy is to hold sufficient reserves to provide working capital to meet contracted commitments, 3 months operating costs, and an organised winding down of the company should this ever be required. These reserves are reflected in the designated reserve fund shown in the accounts. Donations from supporting organisations are sought early in the financial year to provide working capital for the year ahead.

Reserves at the end of the year consisted of Designated Fixed Asset Fund (to be matched against future depreciation charges) £14,511; Designated Reserve Fund £215,000; and Unrestricted Funds of £244,516.

Risk management

The Company has a comprehensive on-going and up-to-date risk register. The board takes direct responsibility for management of risk in two business critical areas; these areas are cessation or reduction of funding and the performance of the Chief Executive. The other risks are designated as operational and the Chief Executive is responsible for monitoring changes and alerting the board.



Trustees' responsibilities

The trustees (who are also directors of Governors for Schools for the purposes of company law) are responsible for preparing the Trustees' Annual 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. Under company law the trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that period. In preparing these financial statements, the trustees are required to:

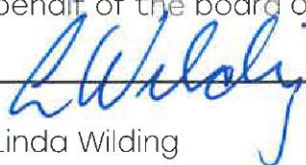
- Select suitable accounting policies and apply them consistently
- Observe the methods and principles in the Charities SORP
- Make judgments and estimates that are reasonable and prudent
- State whether applicable UK accounting standards have been followed, subject to any departures disclosed and explained in the financial statements
- Prepare the accounts on a going concern basis unless it is inappropriate to presume that the charity will continue in business

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

Small Company Provision

This report has been prepared in accordance with the provisions applicable to companies entitled to the small companies exemption.

The Report of the Trustees' was signed on behalf of the board of directors on: 13/10/2022


_____ by:
Linda Wilding



Effective Governors, Excellent Schools.

GOVERNORS FOR SCHOOLS

Independent Auditor's Report to the Members of Governors for Schools

Year ended 31 March 2022

Opinion

We have audited the financial statements of Governors for Schools (the 'charity') for the year ended 31 March 2022 which comprise the statement of financial activities, income and expenditure account, statement of financial position, statement of cash flows and the related notes, 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 financial statements:

- give a true and fair view of the state of the charity's affairs as at 31 March 2022 and of its 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;
- have been prepared in accordance with the requirements of the Charities Act 2011.

Basis for opinion

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

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the trustees' 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 charity's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

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

Other information

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

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

GOVERNORS FOR SCHOOLS

Independent Auditor's Report to the Members of Governors for Schools

Year ended 31 March 2022

We have nothing to report in this regard.

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the charity and its environment obtained in the course of the audit, we have not identified material misstatements in the trustees' report.

We have nothing to report in respect of the following matters in relation to which the Charities Act 2011 requires us to report to you if, in our opinion:

- the information given in the trustees' report is inconsistent in any material respect with the financial statements; or
- adequate accounting records have not been kept; or
- the financial statements are not in agreement with the accounting records and returns; or
- we have not received all the information and explanations we require for our audit.

Responsibilities of trustees

As explained more fully in the trustees' responsibilities statement, the trustees are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the charity'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 charity or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

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

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:

Our approach to identifying and assessing the risks of material misstatement in respect of irregularities, including fraud and non-compliance with laws and regulations, was as follows:

- the engagement partner ensured that the engagement team collectively had the appropriate competence, capabilities and skills to identify or recognise non-compliance with applicable laws and regulations;
- we identified the laws and regulations applicable to the charity through discussions with trustees and other management, and from our commercial knowledge and experience of the sector;
- we focused on specific laws and regulations which we considered may have a direct material effect on the financial statements or the operations of the charity;

GOVERNORS FOR SCHOOLS

Independent Auditor's Report to the Members of Governors for Schools

Year ended 31 March 2022

- we assessed the extent of compliance with the laws and regulations through making enquiries of management and inspecting legal correspondence; and
- identified laws and regulations were communicated within the audit team regularly and the team remained alert to instances of non-compliance throughout the audit.

We assessed the susceptibility of the charity's financial statements to material misstatement, including obtaining an understanding of how fraud might occur, by:

- making enquiries of management as to where they considered there was susceptibility to fraud, their knowledge of actual, suspected and alleged fraud; and
- considering the internal controls in place to mitigate risks of fraud and non-compliance with laws and regulations.

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

- performed analytical procedures to identify any unusual or unexpected relationships;
- tested journal entries to identify unusual transactions;
- assessed whether judgements and assumptions made in determining the accounting estimates were indicative of potential bias; and
- investigated the rationale behind significant or unusual transactions.

In response to the risk of irregularities and non-compliance with laws and regulations, we designed procedures which included, but were not limited to:

- agreeing financial statement disclosures to underlying supporting documentation;
- reading the minutes of meetings of those charged with governance;
- enquiring of management as to actual and potential litigation and claims.
- reviewing correspondence with HMRC, relevant regulators and the company's legal advisors.

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.

As part of an audit in accordance with ISAs (UK), we exercise professional judgment and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.

GOVERNORS FOR SCHOOLS

Independent Auditor's Report to the Members of Governors for Schools

Year ended 31 March 2022

- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the trustees.
- Conclude on the appropriateness of the trustees' use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the charity's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the charity to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

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.

AGP Chartered Accountants are eligible to act as an auditor in terms of section 1212 of the Companies Act 2006.

Use of our report

This report is made solely to the charity's members, as a body, in accordance with section 144 of the Charities Act 2011 and regulations made under section 154 of that Act. Our audit work has been undertaken so that we might state to the charity's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charity and the charity's members as a body, for our audit work, for this report, or for the opinions we have formed.



AGP
Chartered Accountants & statutory auditor
Sycamore House
Sutton Quays Business Park
Sutton Weaver
Runcorn
Cheshire
WA7 3EH

13 OCTOBER 2022

GOVERNORS FOR SCHOOLS

STATEMENT OF FINANCIAL ACTIVITIES

For the year ended 31st March 2022

	Note	Un- Restricted Funds £	Restricted Funds £	Total Funds 2021/2022 £	Total Funds 2020/2021 £
Income					
Income from Charitable Activities:					
Donations	5	601,929	26,524	628,453	958,434
Investment Income	6	46		46	63
Chargeable Services		124,806		124,806	86,586
Other		887		887	75
Total Income		727,668	26,524	754,192	1,045,158
Expenditure					
Expenditure on Charitable Activities:					
Raising funds					
Recruiting & Placement of School Governors	7	810,710	29,024	839,734	866,913
Chargeable Services	7	110,018		110,018	73,693
Total Expenditure		920,728	29,024	949,752	940,606
Net (Expenditure) / Income for the Year Before Transfers		(193,060)	(2,500)	(195,560)	104,552
Transfers between Funds:					
Net (Expenditure) / Income for the Year		(193,060)	(2,500)	(195,560)	104,552
Other Recognised Gains and Losses					
Net Movement in Funds		(193,060)	(2,500)	(195,560)	104,552
Reconciliation of Funds					
Balances brought forward at 1 April 2021		667,087	2,500	669,587	565,035
Balances carried forward at 31 March 2022		474,027	0	474,027	669,587

The statement of financial activities includes all gains and losses and losses recognised in the year.
All income and expenditure derives from continuing activities.

GOVERNORS FOR SCHOOLS

INCOME & EXPENDITURE
For the year ended 31st March 2022

	Note	TOTAL 2021/2022	TOTAL 2020/2021
		£	£
Income			
Other Restricted	5	26,524	22,509
Donations Unrestricted	5	601,929	935,925
Other Unrestricted		125,739	86,724
Total Income		<u>754,192</u>	<u>1,045,158</u>
Expenditure			
Salaries	8	701,025	712,912
Other Operational Charges		241,439	218,215
Depreciation	9	7,288	9,479
Total Expenditure		<u>949,752</u>	<u>940,606</u>
Surplus of (Expenditure) / Income		<u>(195,560)</u>	<u>104,552</u>
Net Transfer to/from Funds			
Restricted fund		(2,500)	2,500
Designated Fixed Asset Fund		4,065	1,756
Designated Reserve Fund			0
Unrestricted Fund		<u>(197,125)</u>	<u>100,296</u>
		<u>(195,560)</u>	<u>104,552</u>

A.

GOVERNORS FOR SCHOOLS

STATEMENT OF FINANCIAL POSITION

As at 31st March 2022

	Note	£	2021/2022 £	2020/2021 £
Fixed Assets				
Tangible fixed assets	9		14,511	10,446
Current Assets				
Debtors & Prepayments	10	59,391		84,888
Cash at bank and in hand		472,397		646,183
		531,788		731,071
Liabilities				
Creditors falling due within one year	11	72,272		71,930
Net Current Assets			459,516	659,141
Total Assets less Current Liabilities			474,027	669,587
Net Assets			474,027	669,587
Funds				
Restricted Fund	12		0	2,500
Designated Fixed Asset Fund			14,511	10,446
Designated Reserve Fund			215,000	215,000
Unrestricted Fund			244,516	441,641
			474,027	669,587

For the year ending 31 March 2022 the charity was entitled to exemption from audit under section 477 of the Companies Act 2006 relating to small companies.

Directors' responsibilities:

- The members have not required the company to obtain an audit of its financial statements for the year in question in accordance with section 476;
- The directors acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and the preparation of financial statements.

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

These financial statements were approved by the board of trustees and authorised for issue on 13/10/22 and are signed on behalf of the board by:

.....
LINDA WILDING
CHAIR

GOVERNORS FOR SCHOOLS

STATEMENT OF CASH FLOWS

As at 31st March 2022

	2021/2022	2020/2021
	£	£
Cash flows from operating activities		
Net income	(195,560)	104,552
<i>Adjustments for:</i>		
Depreciation of tangible fixed assets	7,288	9,479
Other interest receivable and similar income	(46)	(63)
Accrued (income)/expenses	(529)	19,720
<i>Changes in:</i>		
Trade and other debtors	25,497	(8,882)
Trade and other creditors	871	(29,828)
Cash generated from operations	<u>(162,479)</u>	<u>94,978</u>
Interest received	46	63
Net cash (used in)/from operating activities	<u>(162,433)</u>	<u>95,041</u>
Cash flows from investing activities		
Purchase of tangible assets	<u>(11,353)</u>	<u>(11,235)</u>
Net cash used in investing activities	<u>(11,353)</u>	<u>(11,235)</u>
Net (decrease)/increase in cash and cash equivalents	(173,786)	83,806
Cash and cash equivalents at beginning of year	<u>646,183</u>	<u>562,377</u>
Cash and cash equivalents at end of year	<u><u>472,397</u></u>	<u><u>646,183</u></u>

A.

GOVERNORS FOR SCHOOLS

NOTES TO THE ACCOUNTS

1 General information

The charity is a private company limited by guarantee, registered in England and Wales and a registered charity in England and Wales. The address of the registered office is Sycamore House, Sutton Quays Business Park, Sutton Weaver, Runcorn, WA7 3EH.

2 Statement of compliance

These financial statements have been prepared in compliance with FRS 102, 'The Financial Reporting Standard applicable in the UK and the Republic of Ireland', 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 (FRS 102) (Charities SORP (FRS 102)) and the Charities Act 2011.

3 Accounting Policies

3.1 Basis of preparation

The financial statements have been prepared on the historical cost basis, as modified by the revaluation of certain financial assets and liabilities and investment properties measured at fair value through income or expenditure.

The financial statements are prepared in sterling, which is the functional currency of the entity.

3.2 Going concern

There are no material uncertainties about the charity's ability to continue.

3.3 Judgements and key sources of estimation uncertainty

The preparation of the financial statements requires management to make judgements, estimates and assumptions that affect the amounts reported. These estimates and judgements are continually reviewed and are based on experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances.

3.4 Fund Accounting

- Unrestricted funds are available for use at the discretion of the trustees in furtherance of the general objectives of the charity.
- Designated funds are unrestricted funds earmarked for particular purposes.
- Restricted funds are subjected to restrictions on their expenditure imposed by the donor.

A.

NOTES TO THE ACCOUNTS (Continued)

3.5 Recognition of Income

All incoming resources are included in the statement of financial activities when the charity is entitled to the income and the amount can be quantified with reasonable accuracy. Incoming resources received for specific purposes are included in the statement of financial activities. The balance of income received for specific purposes but not matched to relevant expenditure during the period is shown in the Restricted Income Fund and Balance Sheet.

- Income from charitable activities and donations is received by way of grants, sponsorship and donations and is included in full in the Statement of Financial Activities when receivable. Grants, where entitlement is not conditional on the delivery of a specific performance by the charity, are recognised when the charity becomes unconditionally entitled to the grant.
- Intangible income represents services and facilities donated by third parties and is included at the value to Governors for Schools where this can be quantified by the Board and where provided at a cost to the third party.

3.6 Expenditure

All payments are recognised in the accounts in the year to which they relate. Expenditure is recognised on an accruals basis as a liability is incurred.

- Charitable expenditure comprises those costs incurred by the charity in the delivery of its activities. It includes both costs that can be allocated directly to such activities and those costs of an indirect nature necessary to support them.
- Governance costs include those costs associated with meeting the constitutional and statutory requirements of the charity and include the audit fees and costs linked to the strategic management of the charity.
- All costs are allocated between the expenditure categories of the SoFA on a basis designed to reflect the use of the resource.
- Costs relating to a particular activity are allocated directly; others are apportioned on an appropriate basis.

3.7 Chargeable Services

Where chargeable services relate to a specific period, income is recognised on a monthly basis with the balance treated as deferred income. Chargeable services income is shown net of VAT. Costs are allocated monthly against annual fees to cover delivery resource, with cost apportionment relating to direct salary costs incurred and a share of office overheads based on staff time.

3.8 Fixed Assets and Depreciation

Purchases are capitalised where the expected useful life of the items exceed one year and where the cost of acquisition exceeds £500 including VAT. Assets are depreciated over their expected useful life by the straight line method. The classes and standard asset lives are reviewed annually. The depreciation rates applied to the main categories of assets are as follows:

Class of Asset	Standard Useful Life
Computer Equipment & Furniture	3 years

GOVERNORS FOR SCHOOLS

NOTES TO THE ACCOUNTS (Continued)

3.9 Debtors

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

3.10 Creditors and provisions

Creditors and provisions are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

3.11 Taxation

The company is a registered charity and as such is exempt from Income and Corporation taxes under the provision of the Income and Corporation Taxes Act 1988. The cost of Value Added Tax incurred by the company has been included in the Income and Expenditure Account.

3.12 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 the carrying value at their settlement value with the exception of banks loans which are subsequently measured at amortised cost using the effective interest method.

3.13 Pensions

Contributions to defined contribution plans are recognised as an expense in the period in which the related service is provided. Prepaid contributions are recognised as an asset to the extent that the prepayment will lead to a reduction in future payments or a cash refund.

When contributions are not expected to be settled wholly within 12 months of the end of the reporting date in which the employees render the related service, the liability is measured on a discounted present value basis. The unwinding of the discount is recognised as a finance cost in profit or loss in the period in which it arises.

3.14 Operating lease agreements

Rentals applicable to operating leases where substantially all of the benefits and risks of ownership remain with the lessor are charged against profits on a straight line basis over the period of the lease.

4 Limited by guarantee

The company is limited by guarantee and does not have a share capital. The liability of the members is limited in the event of the company being wound up to such amount as may be required not exceeding one pound.

GOVERNORS FOR SCHOOLS

NOTES TO THE ACCOUNTS (Continued)

5	Donations	2021/2022	2020/2021
		£	£
	80:20 Charitable Trust	515,024	838,150
	Allen & Overy	7,500	4,359
	Tenzing	50,000	35,000
	Amazon Smile	54	34
	Frances Jacob	48,000	48,000
	The Key Support Services		32,727
	The University of Manchester		144
	JustGiving	218	20
	Cardiff University	2,000	
	GovernorHub	2,000	
	Charities Aid Foundation	3,600	
	Giving Com Ltd	57	
		<u>628,453</u>	<u>958,434</u>
6	Investment Income	2021/2022	2020/2021
		£	£
	Bank Interest	46	63
		<u>46</u>	<u>63</u>

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GOVERNORS FOR SCHOOLS

NOTES TO THE ACCOUNTS (Continued)

7

Charitable Activities	2021/2022	2020/2021
	£	£
Marketing	30,065	25,245
Business Development	11,558	8,383
Website & Database	25,881	12,509
e-Learning & Impact	10,802	15,577
Salaries & Expenses	624,642	662,943
Administration	24,497	19,989
Occupancy Costs	93,650	101,178
Depreciation	7,288	9,479
Office Equipment	522	1,195
Legal & Professional	5,699	4,054
Auditors Remuneration – Other Services	0	1,381
	834,604	861,933
Governance Costs		
Auditors' Remuneration - Audit Fee	5,130	4,980
	5,130	4,980
Chargeable Services Costs		
Salaries & Expenses	93,648	62,618
Occupancy	16,370	11,075
	110,018	73,693

8 Remuneration

The Board Chairman & Directors

The Chairman & Directors did not receive any remuneration for their services. No expenses were paid during the year.

8.1 Employees

8.2 Analysis of Employees

Category of Employment	Average Number Of Employees 2021/2022 A	Average Number Of Employees 2020/2021
Chief Executive	1	1
Administration	2	2
Delivery & Impact	21	19
	24	22

GOVERNORS FOR SCHOOLS

NOTES TO THE ACCOUNTS (Continued)

8.3 Analysis of Staff Costs

Total staff costs for the year were

Salaries	Total 2021/2022 £	Total 2020/2021 £
Salaries	625,728	631,284
Employer's Pension	17,988	22,625
Employer's NIC	57,309	59,003
	<u>701,025</u>	<u>712,912</u>

The amount recognised in the Statement of Financial Activities as an expense in relation to defined contribution pension plans was £17,988. At the balance sheet date, unpaid contributions of £2,507 were due to be paid over to the fund. These are included within accruals.

The number of employees whose emoluments (salaries, wages and benefits in kind) fell within the following band:

	2021/2022 £'000	2020/2021 £'000
£70,000 - £79,999	0	0
£80,000 - £89,999	1	1

During the year pension contributions of £6,028 were paid for this member of staff.

9 Fixed Assets

Analysis of Fixed Assets

	Computers & Furniture £	Total 2021/2022 £	Total 2020/2021 £
Cost			
as at 1 April 2021	73,401	73,401	62,166
Purchased in year	11,353	11,353	11,235
Disposal of equipment	0	0	0
Cost as at 31 st March 2022	<u>84,754</u>	<u>84,754</u>	<u>73,401</u>
Depreciation			
as at 1 April 2021	62,955	62,955	53,476
Charge for the year	7,288	7,288	9,479
Depreciation on Disposal	0	0	0
as at 31 st March 2022	<u>70,243</u>	<u>70,243</u>	<u>62,955</u>
Net Book Value			
as at 1 April 2021	10,446	10,446	8,690
as at 31 st March 2022	<u>14,511</u>	<u>14,511</u>	<u>10,446</u>

GOVERNORS FOR SCHOOLS

NOTES TO THE ACCOUNTS (Continued)

10 Assets

Debtors & Prepayments

	Total 2021/2022 £	Total 2020/2021 £
Rent Bond	15,000	15,000
Sundry Debtors	21,324	40,116
Prepayments	23,067	29,772
	59,391	84,888

11 Liabilities

Creditors falling due within one year

	Total 2021/2022 £	Total 2020/2021 £
Creditors	6,324	603
Accruals and Deferred Income	63,898	64,427
VAT	2,050	6,900
	72,272	71,930

Where chargeable services relate to a specific period, income is recognised on a monthly basis with the balance treated as deferred income.

	Total 2021/2022 £	Total 2019/2020 £
Deferred income brought forward	57,583	38,417
Released from the prior year	(57,583)	(38,417)
Deferred in the current year	54,389	57,583
Deferred income carried forward	54,389	57,583

12 Restricted Funds

	Balance 1/4/21 £	Incoming £	Expenditure, Gains, Losses & Transfer £	Total 2021/2022 £
Allen & Overy	2,500	7,500	10,000	0
80:20 Charitable Trust	0	15,024	15,024	0
Cardiff University	0	2,000	2,000	0
GovernorHub	0	2,000	2,000	0
	2,500	26,524	29,024	0

GOVERNORS FOR SCHOOLS

Restriction

Allen & Overy

Allen & Overy donation to sponsor the Spring Term of Governors for Schools campaign “All Pupils, Every Ambition”.

80:20 Charitable Trust

Restricted donation to be spent on key developments such as technology infrastructure.

Cardiff University

Cardiff University’s donation was to enable the creation of an eLearning module for Welsh governor induction.

GovernorHub

GovernorHub donation to sponsor the Autumn Term of Governors for Schools campaign “All Pupils, Every Ambition”.

13 Analysis of Net Assets Between Funds

	Unrestricted Funds	Restricted	Total 2021/2022
	£	£	£
Tangible Fixed Assets	14,511		14,511
Current Assets	531,788		531,788
Liabilities	(72,272)		(72,272)
	474,027		474,027

	Unrestricted Funds	Restricted	Total 2020/2021
	£	£	£
Tangible Fixed Assets	10,446		10,446
Current Assets	728,571	2,500	731,071
Liabilities	(71,930)		(71,930)
	667,087	2,500	669,587

14 Operating Leases

The total future minimum lease payments under non-cancellable operating leases are as follows:

	Total 2021/2022	Total 2020/2021
	£	£
Not later than 1 year	18,000	108,000
Later than 1 year and not later than 5 years	0	27,000
	18,000	135,000

The leases payments recognised as an expense during the year amounted to £108,000

GOVERNORS FOR SCHOOLS

15 Related Party Transactions

During the year the charity received donations of £515,024 from the 80:20 Charitable Trust which is exclusively funded by the Armitage family. Mr Ian Armitage is a Trustee of Governors for Schools. At the year end, there was an amount of £15,024 due to be received from the 80:20 Charitable Trust.

During the year, the charity received an amount of £50,000 from Tenzing. This is for work undertaken by Ian Armitage but his fees donated to the charity.

During the year, the charity received an amount of £2,000 from Governor Hub (Ortoo Technologies Ltd). Ian Armitage is a director and shareholder of The Key Support Services Ltd, the ultimate controlling entity of Governor Hub.

In addition, Kindred Squared, a charity in which Ian Armitage is a Trustee paid the charity £45 in the way of corporate income.

The charity received a donation of £7,500 during the year from Allen & Overy, a company in which Trustee Jane Higgins is a Partner. The charity also received payment of £3,000 for services.

The charity received payment of £10,000 for services from Lloyds Banking Group, a company in which Trustee David Rowsell is an employee.

No further transactions with related parties were undertaken such as are required to be disclosed.

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GOVERNORS FOR SCHOOLS

England & Wales - Charity number 1078330

Accounts



31 March 2021

Company Number: 3879854

Registered Charity Number: 1078330

AGP

Chartered Accountants and Statutory Auditors
Sutton Quays Business Park
Sutton Weaver
Runcorn
Cheshire
WA7 3EH



Year Ended 31 March 2021

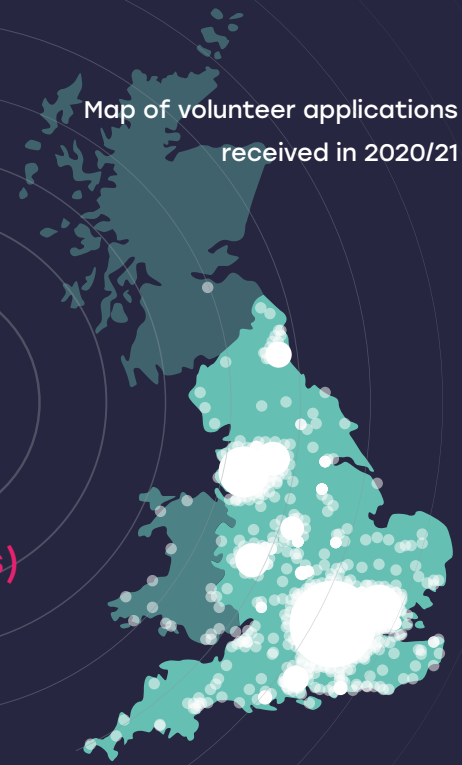
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23	Income and Expenditure
24	Statement of Financial Position
25	Statement of Cash Flows
26-33	Notes to the Financial Statements

Annual Report 2020-21

100% of service users (volunteers and schools)
would use us again

Net Promoter Score **93**



41%
of our
applicants
are under 35

29%
of our
applicants
are from BAME
backgrounds

8.5%
increase in
volunteers
applying

4.5%
increase in
volunteers
appointed

“

Governors for Schools provides an excellent service – we now have 6 governors on our governing board recruited through Governors for Schools... and the quality of governor candidates they provide is outstanding.



Jo Winters,
Chair of Governors, Ealing Grange Primary
School, Ealing

“

I was contacted promptly after submitting my application form with a phone call and an email with all the information I needed. I was then placed in one of my local schools swiftly. I am grateful for the speed and professionalism of your staff.



Adil Dirie
Governor, Grange Primary School, Ealing

“

A great service provided promptly, was responsive to queries and accommodated the inevitable delays caused by COVID issues. We now have a really strong addition to our governing body. I will definitely recommend your services to other governing bodies.



Kevin Burke
Chair of Governors, Penworth Priory
Academy, Lancashire

“

The skills set quality of the governor suggested for my school were perfectly matched to the gaps within the full governing body. I am delighted with the appointment because I'm confident this governor will strengthen the FGB moving forwards.



Joanne Maher
Head Teacher, Abbey Village Primary School,
Lancashire

Legal and administrative information

Trustees who served the charitable company during the year

Linda Wilding (Chair)
Ian Armitage
Jane Higgins
Martin Lawrence MBE
Anne Punter
David Rowsell
Henry Colthurst (resigned 13th October 2020)
Mark Twigg
Dominic McGonigal
Adrian McLean (appointed 14th October 2020)
Anita Ralli (appointed 2nd March 2021)

Company Secretary

Tara Hill

Chief Executive

Hannah Stolton

Registered Office

St Magnus House
3 Lower Thames Street
London
EC3R 6HD

Company Registration number

3879854

Charity Registration Number

1078330

Auditors

AGP
Chartered Accountants
Sutton Quays Business Park
Sutton Weaver
Runcorn
WA7 3EH

Bankers

Lloyds Bank
PO Box 1000
Andover
BX1 1LT

Solicitors

Allen & Overy LLP
One Bishops Square
London

The trustees present their annual report together with the audited financial statements for the year ended 31st March 2021, which are also prepared to meet the requirements for a directors' report and accounts for Companies Act purposes.

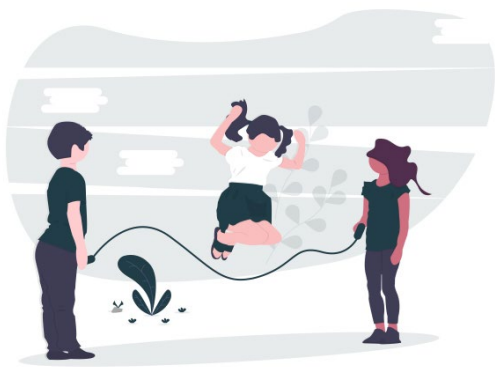
Structure

Governors for Schools is a company limited by guarantee and a registered charity. The company's Memorandum and Articles of Association are the primary governing documents.

Who are we?

Governors for Schools is a national education charity that finds and places skilled people on governing boards across England and Wales. We have over 20 years' experience recruiting high-calibre volunteers from a range of backgrounds, so that they can bring their knowledge to school boards - and make a difference to how schools are run.

We're part of our volunteers' governor journey and are committed to playing an active role in their development in the role. We believe that placing skilled volunteers from diverse backgrounds on school boards contributes to effective governance. A strong and diverse board enables a school to provide pupils with the best education possible, helping children and young people reach their full potential.



Our mission

We're committed to providing those responsible for appointing governors with the best governor and trustee recruitment service in the sector.

Our vision

We're working to ensure that every school in England and Wales has excellent governance, driving improved educational outcomes for all children and young people.

Our Objectives

We facilitate the recruitment and placement of people with business and management skills who are willing to act as governors with the aim of strengthening the governing boards of schools. We believe this is of benefit to the public through the advancement of education by making available advice and assistance to all schools.

The company reviews its aims, objectives and activities each year ensuring they remain focused on the stated purpose of the charity. The Trustees refer to the guidance given by the Charity Commission on public benefit during this process and assess how successful each activity has been and what benefits have been brought to the groups of people the charity is set up to help

Our values:

Excellence

- Attention to detail and a desire to continually improve by seeking and using feedback
- A 'can do' attitude and sense of pride in delivering high-quality work at all times

Integrity

- Know when to challenge assumptions and suggest better approaches
- Question actions inconsistent with our values

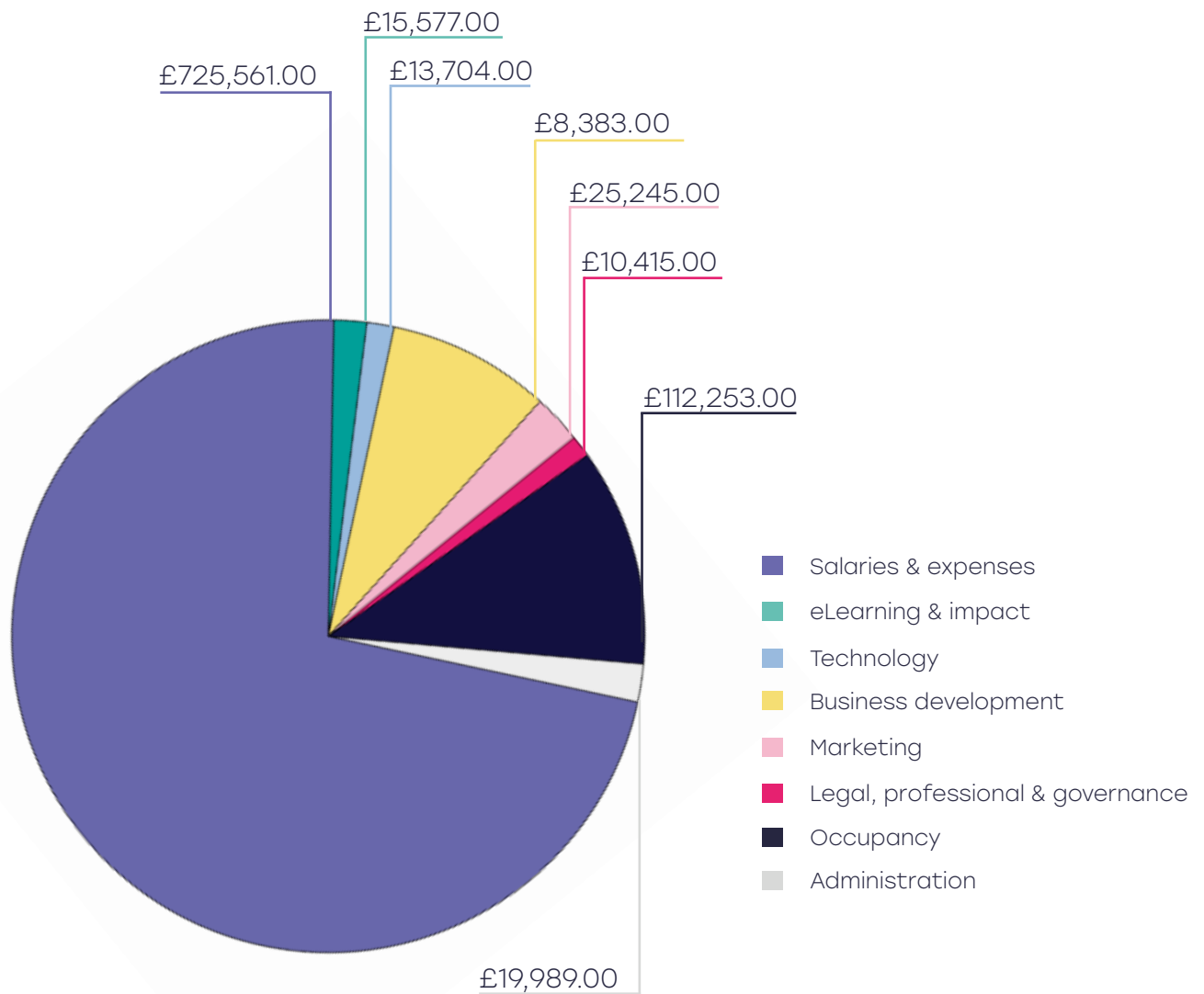
Collaboration

- Work with other organisations to provide the best service possible to all our stakeholders
- Encourage agile, cross-team working to use all available skills and resources

Pioneering

- Take initiative and find creative and effective ways to get things done

Expenditure 2020-21



Why is our work needed?

In times of immense challenge and change, governors have provided support and guidance to school leaders. The role of governor or trustee will be no less important as schools navigate the Covid recovery landscape. With the drive to academisation, the need for skilled governing boards is as important as ever. Our links to a diverse group of professionals will be essential to ensure that governing boards are serving their schools in the best way possible.

Governors for Schools aims to:

- Increase the number of governors placed in schools and trained to be effective
- Raise our profile in education and business sectors
- Understand and report our impact
- Broaden the funding base of the charity

During a difficult year for schools, who have worked tirelessly to meet the needs of every pupil, we're proud to have provided support by finding volunteers who bring skills and passion to drive improvement – even in challenging times.

Chair of Trustees Report



Linda Wilding

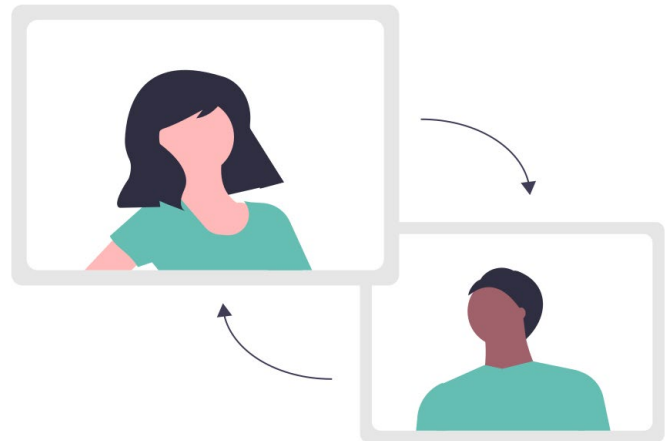
Chair, Governors for Schools
Trustee, GEP multi-academy trust, Surrey

This year has seen immense challenges across the whole of the education sector, and I am proud of the way Governors for Schools has continued to support school boards. Despite the uncertainty, the number of volunteers applying to become a governor has increased by 9%.

Governing boards have of course had to adapt their ways of working, with meetings being held online. Establishments that have never worked remotely have quickly adjusted, and it is a testament to their adaptability that we have seen another year on year increase in the number of volunteers appointed. Our thanks go to all the hardworking chairs of governors, headteachers, and clerks, who have used our service.

We continue to focus on reaching volunteers with essential skills from diverse backgrounds and encouraging them to apply for the role. We are delighted that this year, we have seen so many applications from both those under the age of 35 and those from a BAME background. As boards move to a blended approach, with a mixture of online and in person meetings, we will be able to open up the role to an even more diverse group of people.

We have worked hard to increase our reach in areas where it is a challenge to find suitable volunteers. Through extensive social media outreach, we have put more rural and deprived locations under the spotlight and seen a correlated increase in placement numbers. 15% of our volunteers have been placed at schools that are rated Requires Improvement by Ofsted. These volunteers bring their skills to the schools that need it most, and we're there to support them on their journey.

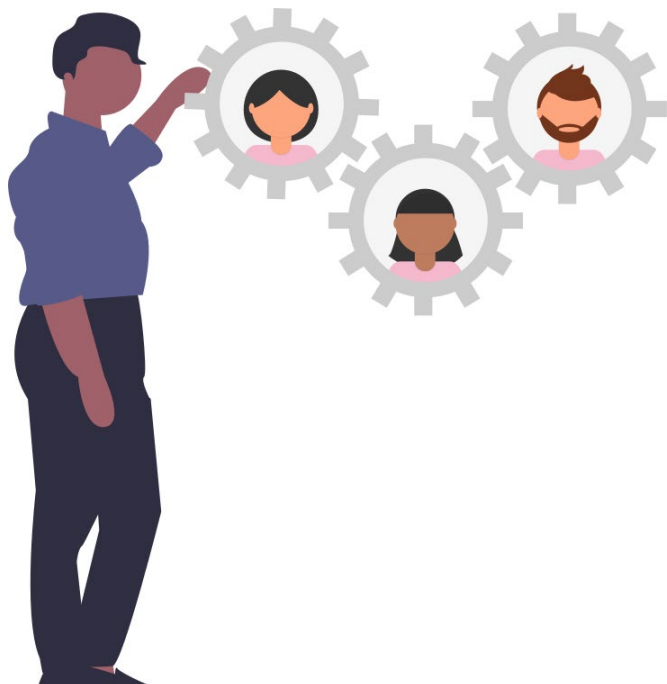


This year we have made progress against our goal to increase our funding from corporate supporters, reducing our reliance on funding from donations. Through spreading our sources of income we aim to become a more sustainable organisation. Our model is based on all employees engaging with fundraising - working with our partners to build relationships that last. We have been delighted to welcome additional corporate supporters into partnerships which benefit schools, their pupils and the volunteers through ongoing professional development. Our thanks go to all those that support us financially meaning we can continue the work we do to support schools across England and Wales.

Our initiative to extend our model into Wales this year has been a success. Through our work with universities and local businesses, we have engaged new people, and by building partnerships with local authorities, we have quickly placed them into long held vacancies.

I would like to extend my thanks to all the staff at Governors for Schools and the trustees who give their time so freely. We are grateful for the service provided by Henry Colthurst who stepped down in October, after 2 and a half years as a trustee. We were delighted that Adrian and Anita joined the board of trustees recently and we have already benefitted from their expertise and passion for education.

Finally, our thanks go to the thousands of volunteers who have started their journey to become a school governor with us this year. The community spirit has shone through in difficult times and we're optimistic, having seen more people coming forward to support their local schools that have been the bedrock of communities. Over the next year we will look to build on this further. We'll also incorporate remote governance into our work, enabling schools to access skills and a more diverse pool of volunteers.



“

Governors for Schools made the application and placement process manageable. The Partnerships Manager provided great support as he was in regular contact with me effectively managing my expectations on the application and placement process. Really happy with my placement and service provided by Governors for Schools!



Madawa Chirikeni
Governor, Joseph Turner Primary, Sandwell



Hannah Stolton

CEO, Governors for Schools
Chair of governors, Nazeing Primary School, Essex



We've been delighted to see growth across our organisation this year, despite all the challenges that have come with Covid. I have been proud to lead the team who have continued to work with dedication to ensure more volunteers are placed as governors.

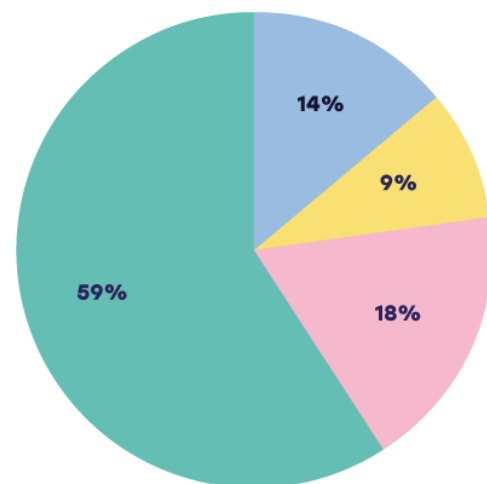
Unsurprisingly, we had a slow start to the year, as schools adjusted to working in new ways. During this time, governing boards moved to online meetings. However, these changes didn't result in a reduction of applications. In fact, more people applied to volunteer as governors than the same period last year. We increased the number of people we appointed to boards across England, particularly outside of London.

Our pivot towards working from home was easily made. Some team members were already working regionally and so we rolled out the same model to our office workers. We avoided the need to make any redundancies, nor put anyone on furlough. Our staff continue to focus on finding suitable skilled people to join school boards and to provide support to our volunteers. We've maintained the momentum necessary to achieve our goals. By continuing to adapt and work at pace, we've been able to effectively serve the schools and volunteers who give their time to improve education for the pupils in their care.

It's important that volunteers are prepared for the role and can contribute from their first meeting. Our resources are available for all volunteers to access before they join a board. These resources, covering a range of key governance topics, go hand in hand with our Introduction to School Governance eLearning and monthly webinars. The whole support package means that even first-time governors begin their governor journey well-equipped and ready to hit the ground running.

In September, we launched our year-long 'Wellbeing Governors' campaign. Working with partners, we have created and shared resources to encourage boards to put whole school wellbeing at the heart of what they do. The campaign focused on pupil mental health and wellbeing in the autumn term as all children and young people returned to school. In the spring term, we focused on staff mental health and wellbeing as schools faced a second period of lockdown, juggling an increased number of children still attending in person, along with a more comprehensive remote offer. Throughout these times, we ensured governors had the right questions to ask, balancing the line between support and challenge. Throughout the summer term, we'll focus on the importance of being active and the impact physical activity has on wellbeing.

Staffing responsibilities



- Support & training of volunteers
- Exec team
- Partnerships development
- Recruitment & placement

A key milestone this year was launching our service in Wales. Working closely with Governors Cymru, Welsh Universities and Welsh Local Authorities, we are delighted to have already placed over 10 governors on school boards. We look forward to forming relationships over the course of the next year to build on our initial success.

We have been delighted to welcome new corporate and university partners on board. These organisations recognise the need for skilled professionals on governing boards and the correlation between volunteering as a governor and professional development. Volunteers gain experience outside of their usual remit, bringing new skills back to the workplace. Our partner organisations give employees time off to attend board meetings, enabling them to give back to their communities. We thank all our corporate partners for the financial support they provide which enables us to continue our work.



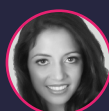
69% of volunteers placed in primary schools

21% of volunteers placed in secondary schools

8% of volunteers placed in special schools & PRUs



I have had a wonderful experience with Governors for Schools and it has resulted in my becoming a governor at a fantastic school that is an excellent fit for me. I really appreciate the efforts of the organisation to this end. They have been very professional throughout the search process, provided excellent support & advice and provided an exceptional level of service.



Shenila Rawal,
Governor, Gordon's School, Woking, Surrey

Key achievements for the year

- 9% increase in volunteers applying
- 4.5% increase in volunteers placed on boards
- Increase in funding from corporate supporters
- 4652 accessed one or more of our eLearning modules
- 7172 attendees at our training webinars
- 30 university partners
- Wellbeing Governors campaign

Income 2020-21



Expanding into Wales

In September we decided to expand our reach into Wales. To ensure a quick roll out that meant we started to have an impact straight away, we:

- Reached out to Local Authorities to determine need
- Formed a partnership with Governors Cymru to gain local insight into governance issues and provide Welsh-specific support to new governors
- Engaged with universities to reach their staff and alumni, and support existing staff networks
- Appointed a local member of staff on a part time basis to respond to requirements
- Spoke to our current partners to engage with their employees in the area

By April

- * 6 LA partnerships
- * 2 university partners
- * 163 vacancies registered
- * 50 volunteer applications
- * 11 governors placed onto governing boards



The year ahead

In 2021/22 we aim to:

- Continue to increase the number of volunteers applying for the role and placed on boards across England and Wales
- Increase the number of companies we work with to access even more volunteers and further diversify our funding
- Work towards our Decade of Diversity pledges to ensure governing boards provide effective governance
- Refresh our Skills Development Tracker to ensure that our governors can track their development easily and effectively
- Continue our Wellbeing Governors campaign and commence our new campaign All Pupils, Every Ambition, which will focus on social mobility and how governors can ensure that all the pupils in their schools are reaching their potential
- Hold our first governance conference, where we can share information and ideas with governors online across England and Wales
- Carry out research with Nottingham Trent University into the impact our governors have
- Diversify our funding so that we are a more sustainable organisation, by securing funding from our supporting partners and the Department for Education as well as Donations from Trusts and Foundations

Supporters

Our supporters make our work possible. By working with businesses, public sector bodies, charities, professional bodies, and universities, we're able to expand our reach and find more skilled people to become governors.

Thank you to all the organisations we've worked with this year, including:



Business partners

Many of our volunteers come from partner organisations – those who see the value their employees can provide to schools through sharing their expertise, experience and time and also recognise the skills and experience their employees gain through their governor role.

The volunteers we recruit from these organisations, bring the skills that boards request most:

- 61% of volunteers from partner organisations bring finance skills
- 49% bring prior knowledge of the education system
- 40% bring HR skills

Throughout 2020-21, we developed a number of new partnerships and we look forward to working with these organisations over the coming year. These are Barclays, Deloitte, Wesleyan, Credit Suisse, Northern Powergrid, Mishcon de Reya, and Vitality, with more partners set to launch in the months ahead.



Governors for Schools have been great to work with so far - clear, personable, professional, proactive and responsive. They respond to my questions with useful answers and solutions. The resources they've shared have also been relevant and helpful for our growing network.



Alison Walker,
Partnerships Manager, Deloitte

University partners

We now work with over 30 university partners – nearly a third of all the universities in England and Wales - to encourage staff and alumni to become school governors. Through these partnerships, we have engaged with over 500 potential volunteers, securing hundreds more applications ready to support schools this year.

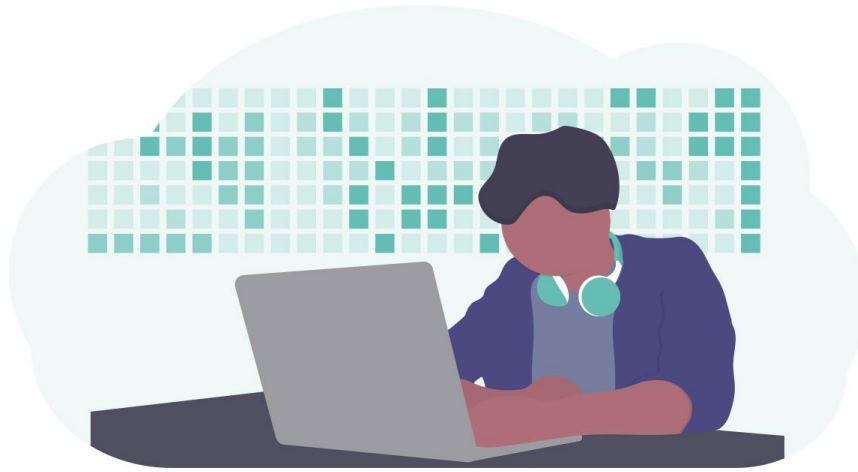


Working with Governors for Schools has been a very positive partnership. The team are excellent to work with and the resources they provide such as webinars and online training are a great form of support for our staff who are governors. They have always been keen to support us in delivering information sessions for staff and attending our governor staff network events. My experience with them has been very professional and I enjoy working with them greatly.



Ashley Callard,
Access and Engagement, Durham University

This year we have focused on our collaborative approach. Our thanks go to The Key, What Works Wellbeing, Place2Be, Anna Freud Centre, NAHT, HELOA, EdSupport, Thank and Praise, Bounce Together, Welbee, Sport England and Active Partnerships, Schools Advisory Service, Teach Active.



Training

Throughout 2020-21, we've focused on creating resources to make sure our volunteers are fully prepared for their role and can hit the ground running.

All our volunteers receive access to:

- Introductory information about the role, including key information about what they can expect, useful documents and an overview of the governor position
- An invitation to join our monthly webinars where they can learn more about timely governance topics and ask questions
- A dedicated point of contact to provide support throughout the application process, matching volunteers with a school in need
- Access to our current eLearning modules, including the Introduction to School Governance
- 12 months free access to The Key for School Governors, including the new Induction Module

“

“Having had other safeguarding training, I appreciated that this one kept relating back to the current context that we are in. Also information was concise and gave helpful pointers to what governors should be looking for and questions they may want to ask their schools.”



Juliette Ruiz,

Governor, Co-op Academy Woodslee, Liverpool

“

“The webinar clarified the role of a governor and the appropriate questions to ask and how to support the school and teachers we represent in the best possible way.”



Shari Lewison-Frisch,

Governor, Ridgeway Secondary School, Worcester

Sustainable Development Goals - Our commitments and progress

Responsible consumption and production

From mid-2019, we moved away from our London-centric hiring strategy and hired people in regional roles so that they were based in the areas they covered thus reducing travel across the country. We insist all employees travel by public transport where possible.

In February 2020, we stopped sending physical welcome packs to our new volunteers each month and moved all the content online. This saved hundreds of sheets of paper and over 200 plastic pens each month.

We're committed to putting the environmental impact front of mind when making decisions, and choosing a route with the smallest environmental footprint.

Improving education

Central to all we do is our goal to improve education for children through effective governance.

We recognise the importance of placing governors on boards who have the knowledge, skills, understanding, values and actions required to create a sustainable world, starting with education. Over the next 5 years, we'll grow our partnerships to include organisations dedicated to improving the world we live in, and whose employees can contribute to the greener running of schools and focus on climate education.

Our governors can help schools bridge the gap between the skills provided as part of education and the skills needed for the world of work. We're committed to focusing on skills for life, and pledge to create more resources to support governors in this area of their role.

Reducing inequality

While we place more volunteers from BAME backgrounds on boards than the national average, we know we have more work to do in improving the diversity of boards across England and Wales and not just in cities.

We're committed to making remote governance work for more schools and volunteers. We want to ensure that schools in often rural locations benefit from skilled and diverse boards helping to raise the aspirations of pupils.

We're committed to recruiting volunteers from BAME backgrounds and have signed up to the Decade of Diversity pledge. We'll achieve this with targeted outreach to ensure the governor opportunity is an opportunity for everyone, breaking down barriers to access.

29% of our applicants are from a BAME background

15% of our volunteers were placed at a "Requires Improvement" school

9% of our volunteers were placed in rural locations

Good governance

The trustees meet quarterly to monitor progress and to make decisions concerning the strategic direction of the charity. The Chief Executive attends all board meetings. The board approves the annual Business Plan and detailed budget. The staff of Governors for Schools are authorised to work within the framework of the Business Plan and budget under the direction of the Chief Executive. The trustees receive reports from the Chief Executive, comprising financial, statistical and other information to enable them to measure the company's performance against budget, targets and objectives for the year.

New trustees are recruited to the board as required in order to ensure that the board membership has the proper range of skills and competencies. A skills audit is undertaken regularly to identify gaps in expertise. Once recruited, trustees have a full induction with the Chair and CEO, they also have conversations with other trustees. Gaps in knowledge or skills are identified and training is provided where necessary.

None of the trustees receive remuneration or other benefit from their work with the charity. Any connection between a trustee or senior manager of the charity must be disclosed to the full board of trustees. In the current year no such related party transactions were reported, other than as disclosed in the notes to the accounts.

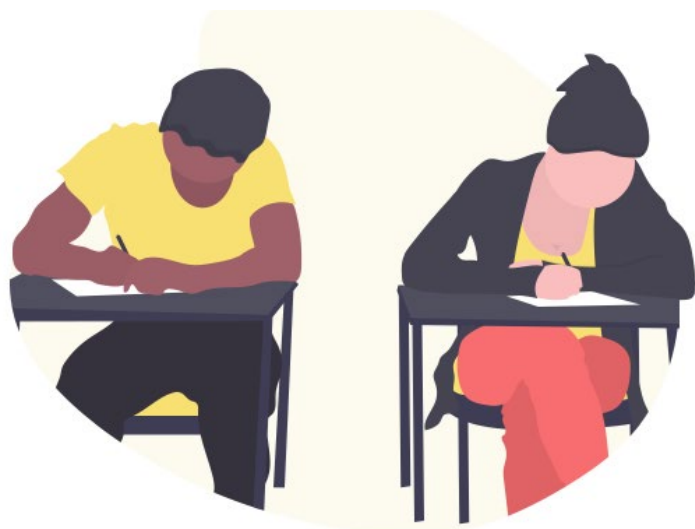
Reserve Policy

The trustees' current policy is to hold sufficient reserves to provide working capital to meet contracted commitments, 3 months operating costs, and an organised winding down of the company should this ever be required. These reserves are reflected in the designated reserve fund shown in the accounts. Donations from supporting organisations are sought early in the financial year to provide working capital for the year ahead.

Reserves at the end of the year consisted of Restricted Funds £2,500, Designated Fixed Asset Fund (to be matched against future depreciation charges) £10,446; Designated Reserve Fund £215,000; and Unrestricted Funds of £441,641.

Risk Management

The Company has a comprehensive on-going and up-to-date risk register. The board takes direct responsibility for management of risk in two business critical areas; these areas are cessation or reduction of funding and the performance of the Chief Executive. The other risks are designated as operational and the Chief Executive is responsible for monitoring changes and alerting the board.



Trustees' Responsibilities

The trustees (who are also directors of Governors for Schools for the purposes of company law) are responsible for preparing the Trustees' Annual 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. Under company law the trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that period. In preparing these financial statements, the trustees are required to:

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

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



A handwritten signature in blue ink, appearing to read 'L Wilding', written over a faint circular watermark.

Small Company Provision

This report has been prepared in accordance with the provisions applicable to companies entitled to the small companies exemption.

The Report of the Trustees' was signed on behalf of the board of directors on 25th September 2021 by:

Linda Wilding

**Effective Governors,
Excellent Schools.**

**GOVERNORS
FOR SCHOOLS**

GOVERNORS FOR SCHOOLS

Independent Auditor's Report to the Members of Governors for Schools

Year ended 31 March 2021

Opinion

We have audited the financial statements of Governors for Schools (the 'charity') for the year ended 31 March 2021 which comprise the statement of financial activities, income and expenditure account, statement of financial position, statement of cash flows and the related notes, 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 financial statements:

- give a true and fair view of the state of the charity's affairs as at 31 March 2021 and of its 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;
- have been prepared in accordance with the requirements of the Charities Act 2011.

Basis for opinion

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

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the trustees' 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 charity's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

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

GOVERNORS FOR SCHOOLS

Independent Auditor's Report to the Members of Governors for Schools

Year ended 31 March 2021

Other information

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

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

We have nothing to report in this regard.

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the charity and its environment obtained in the course of the audit, we have not identified material misstatements in the trustees' report.

We have nothing to report in respect of the following matters in relation to which the Charities Act 2011 requires us to report to you if, in our opinion:

- the information given in the trustees' report is inconsistent in any material respect with the financial statements; or
- adequate accounting records have not been kept; or
- the financial statements are not in agreement with the accounting records and returns; or
- we have not received all the information and explanations we require for our audit.

Responsibilities of trustees

As explained more fully in the trustees' responsibilities statement, the trustees are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the charity'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 charity or to cease operations, or have no realistic alternative but to do so.

GOVERNORS FOR SCHOOLS

Independent Auditor's Report to the Members of Governors for Schools

Year ended 31 March 2021

Auditor's responsibilities for the audit of the financial statements

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

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:

Our approach to identifying and assessing the risks of material misstatement in respect of irregularities, including fraud and non-compliance with laws and regulations, was as follows:

- the engagement partner ensured that the engagement team collectively had the appropriate competence, capabilities and skills to identify or recognise non-compliance with applicable laws and regulations;
- we identified the laws and regulations applicable to the charity through discussions with trustees and other management, and from our commercial knowledge and experience of the sector;
- we focused on specific laws and regulations which we considered may have a direct material effect on the financial statements or the operations of the charity;
- we assessed the extent of compliance with the laws and regulations through making enquiries of management and inspecting legal correspondence; and
- identified laws and regulations were communicated within the audit team regularly and the team remained alert to instances of non-compliance throughout the audit.

We assessed the susceptibility of the charity's financial statements to material misstatement, including obtaining an understanding of how fraud might occur, by:

- making enquiries of management as to where they considered there was susceptibility to fraud, their knowledge of actual, suspected and alleged fraud; and
- considering the internal controls in place to mitigate risks of fraud and non-compliance with laws and regulations.

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

- performed analytical procedures to identify any unusual or unexpected relationships;
- tested journal entries to identify unusual transactions;
- assessed whether judgements and assumptions made in determining the accounting estimates were indicative of potential bias; and
- investigated the rationale behind significant or unusual transactions.

GOVERNORS FOR SCHOOLS

Independent Auditor's Report to the Members of Governors for Schools

Year ended 31 March 2021

In response to the risk of irregularities and non-compliance with laws and regulations, we designed procedures which included, but were not limited to:

- agreeing financial statement disclosures to underlying supporting documentation;
- reading the minutes of meetings of those charged with governance;
- enquiring of management as to actual and potential litigation and claims.

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.

As part of an audit in accordance with ISAs (UK), we exercise professional judgment and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the trustees.
- Conclude on the appropriateness of the trustees' use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the charity's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the charity to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

GOVERNORS FOR SCHOOLS

Independent Auditor's Report to the Members of Governors for Schools

Year ended 31 March 2021

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 charity's members, as a body, in accordance with section 144 of the Charities Act 2011 and regulations made under section 154 of that Act. Our audit work has been undertaken so that we might state to the charity's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charity and the charity's members as a body, for our audit work, for this report, or for the opinions we have formed.



AGP
Chartered Accountants & statutory auditor
Sycamore House
Sutton Quays Business Park
Sutton Weaver
Runcorn
Cheshire
WA7 3EH

25 September.....2021

AGP Chartered Accountants are eligible to act as an auditor in terms of section 1212 of the Companies Act 2006.

GOVERNORS FOR SCHOOLS

STATEMENT OF FINANCIAL ACTIVITIES

For the year ended 31st March 2021

	Note	Un- Restricted Funds £	Restricted Funds £	Total Funds 2020/2021 £	Total Funds 2019/2020 £
Income					
Income from Charitable Activities:					
Donations	5	935,925	22,509	958,434	449,986
Investment Income	6	63		63	113
Chargeable Services		86,586		86,586	30,333
Other		75		75	
Total Income		1,022,649	22,509	1,045,158	480,432
Expenditure					
Expenditure on Charitable Activities:					
Raising funds					2,513
Recruiting & Placement of School Governors	7	846,904	20,009	866,913	893,471
Chargeable Services	7	73,693		73,693	26,793
Total Expenditure		920,597	20,009	940,606	922,777
Net Income / (Expenditure) for the Year Before Transfers		102,052	2,500	104,552	(442,345)
Transfers between Funds:					
Net Income / (Expenditure) for the Year		102,052	2,500	104,552	(442,345)
Other Recognised Gains and Losses					
Net Movement in Funds		102,052	2,500	104,552	(442,345)
Reconciliation of Funds					
Balances brought forward at 1 April 2020		565,035		565,035	1,007,380
Balances carried forward at 31 March 2021		667,087	2,500	669,587	565,035

The statement of financial activities includes all gains and losses and losses recognised in the year.
All income and expenditure derives from continuing activities.

GOVERNORS FOR SCHOOLS

INCOME & EXPENDITURE

For the year ended 31st March 2021

		NOTE	TOTAL 2020/2021	TOTAL 2019/2020
			£	£
Income				
Other Restricted	5		22,509	12,430
Donations Unrestricted	5		935,925	437,556
Other Unrestricted			86,724	30,446
		Total Income	1,045,158	480,432
Expenditure				
Salaries	8		712,912	639,040
Other Operational Charges			218,215	274,701
Depreciation	9		9,479	9,036
		Total Expenditure	940,606	922,777
			104,552	(442,345)
Surplus of Income/Expenditure				
Net Transfer to/from Funds				
Restricted fund			2,500	(18,927)
Designated Fixed Asset Fund			1,756	(4,804)
Designated Reserve Fund			0	0
Unrestricted Fund			100,296	(418,614)
			104,552	(442,345)

GOVERNORS FOR SCHOOLS

STATEMENT OF FINANCIAL POSITION

As at 31st March 2021

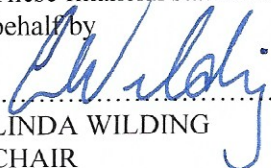
	Note	£	2020/2021 £	2019/2020 £
Fixed Assets				
Tangible fixed assets	9		10,446	8,690
Current Assets				
Debtors & Prepayments	10	84,888		76,006
Cash at bank and in hand		646,183		562,377
		731,071		638,383
Liabilities				
Creditors falling due within one year	11	71,930		82,038
Net Current Assets			659,141	556,345
Total Assets less Current Liabilities			669,587	565,035
Net Assets			669,587	565,035
 Funds				
Restricted Fund	12		2,500	0
Designated Fixed Asset Fund			10,446	8,690
Designated Reserve Fund			215,000	215,000
Unrestricted Fund			441,641	341,345
			669,587	565,035

The directors are satisfied that the company is entitled to exemption from the provisions of the Companies Act 2006 (the Act) relating to the audit of the financial statements for the year by virtue of section 477, and that no member or members have requested an audit pursuant to section 476 of the Act. However, the charity is required to be audited under Charities Act 2011.

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

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

These financial statements were approved by the directors on 25.9.2021 and are signed on their behalf by


.....
LINDA WILDING
CHAIR

25.9.21
.....
Date

GOVERNORS FOR SCHOOLS

STATEMENT OF CASH FLOWS
As at 31st March 2021

	2020/2021	2019/2020
	£	£
Cash flows from operating activities		
Net income	104,552	(442,345)
<i>Adjustments for:</i>		
Depreciation of tangible fixed assets	9,479	9,036
Other interest receivable and similar income	(63)	(113)
Gains on disposal of tangible fixed assets	-	-
Accrued (income)/expenses	19,720	39,108
<i>Changes in:</i>		
Trade and other debtors	(8,882)	441,155
Trade and other creditors	(29,828)	33,944
	<u>94,978</u>	<u>80,785</u>
Cash generated from operations		
Interest received	63	113
	<u>95,041</u>	<u>80,898</u>
Net cash (used in)/from operating activities	<u><u>95,041</u></u>	<u><u>80,898</u></u>
 Cash flows from investing activities		
Purchase of tangible assets	(11,235)	(4,232)
Proceeds from sale of tangible assets	-	-
	<u>(11,235)</u>	<u>(4,232)</u>
Net cash used in investing activities	<u><u>(11,235)</u></u>	<u><u>(4,232)</u></u>
 Net (decrease)/increase in cash and cash equivalents	 83,806	 76,666
Cash and cash equivalents at beginning of year	<u>562,377</u>	<u>485,711</u>
 Cash and cash equivalents at end of year	 <u><u>646,183</u></u>	 <u><u>562,377</u></u>

GOVERNORS FOR SCHOOLS

NOTES TO THE ACCOUNTS

1 General information

The charity is a private company limited by guarantee, registered in England and Wales and a registered charity in England and Wales. The address of the registered office is St Magnus House, 3 Lower Thames Street, London, EC3R 6HD.

2 Statement of compliance

These financial statements have been prepared in compliance with FRS 102, 'The Financial Reporting Standard applicable in the UK and the Republic of Ireland', 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 (FRS 102) (Charities SORP (FRS 102)) and the Charities Act 2011.

3 Accounting Policies

3.1 Basis of preparation

The financial statements have been prepared on the historical cost basis, as modified by the revaluation of certain financial assets and liabilities and investment properties measured at fair value through income or expenditure.

The financial statements are prepared in sterling, which is the functional currency of the entity.

3.2 Going concern

There are no material uncertainties about the charity's ability to continue.

3.3 Judgements and key sources of estimation uncertainty

The preparation of the financial statements requires management to make judgements, estimates and assumptions that affect the amounts reported. These estimates and judgements are continually reviewed and are based on experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances.

3.4 Fund Accounting

- Unrestricted funds are available for use at the discretion of the trustees in furtherance of the general objectives of the charity.
- Designated funds are unrestricted funds earmarked for particular purposes.
- Restricted funds are subjected to restrictions on their expenditure imposed by the donor.

NOTES TO THE ACCOUNTS (Continued)

3.5 Recognition of Income

All incoming resources are included in the statement of financial activities when the charity is entitled to the income and the amount can be quantified with reasonable accuracy. Incoming resources received for specific purposes are included in the statement of financial activities. The balance of income received for specific purposes but not matched to relevant expenditure during the period is shown in the Restricted Income Fund and Balance Sheet.

- Income from charitable activities and donations is received by way of grants, sponsorship and donations and is included in full in the Statement of Financial Activities when receivable. Grants, where entitlement is not conditional on the delivery of a specific performance by the charity, are recognised when the charity becomes unconditionally entitled to the grant.
- Intangible income represents services and facilities donated by third parties and is included at the value to Governors for Schools where this can be quantified by the Board and where provided at a cost to the third party.

3.6 Expenditure

All payments are recognised in the accounts in the year to which they relate. Expenditure is recognised on an accruals basis as a liability is incurred.

- Charitable expenditure comprises those costs incurred by the charity in the delivery of its activities. It includes both costs that can be allocated directly to such activities and those costs of an indirect nature necessary to support them.
- Governance costs include those costs associated with meeting the constitutional and statutory requirements of the charity and include the audit fees and costs linked to the strategic management of the charity.
- All costs are allocated between the expenditure categories of the SoFA on a basis designed to reflect the use of the resource.
- Costs relating to a particular activity are allocated directly; others are apportioned on an appropriate basis.

3.7 Chargeable Services

Where chargeable services relate to a specific period, income is recognised on a monthly basis with the balance treated as deferred income. Chargeable services income is shown net of VAT. Costs are allocated monthly against annual fees to cover delivery resource, with cost apportionment relating to direct salary costs incurred and a share of office overheads based on staff time.

3.8 Fixed Assets and Depreciation

Purchases are capitalised where the expected useful life of the items exceed one year and where the cost of acquisition exceeds £500 including VAT. Assets are depreciated over their expected useful life by the straight line method. The classes and standard asset lives are reviewed annually. The depreciation rates applied to the main categories of assets are as follows:

Class of Asset	Standard Useful Life
Computer Equipment & Furniture	3 years

GOVERNORS FOR SCHOOLS

NOTES TO THE ACCOUNTS (Continued)

3.9 Debtors

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

3.10 Creditors and provisions

Creditors and provisions are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

3.11 Taxation

The company is a registered charity and as such is exempt from Income and Corporation taxes under the provision of the Income and Corporation Taxes Act 1988. The cost of Value Added Tax incurred by the company has been included in the Income and Expenditure Account.

3.12 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 the carrying value at their settlement value with the exception of banks loans which are subsequently measured at amortised cost using the effective interest method.

3.13 Pensions

Contributions to defined contribution plans are recognised as an expense in the period in which the related service is provided. Prepaid contributions are recognised as an asset to the extent that the prepayment will lead to a reduction in future payments or a cash refund.

When contributions are not expected to be settled wholly within 12 months of the end of the reporting date in which the employees render the related service, the liability is measured on a discounted present value basis. The unwinding of the discount is recognised as a finance cost in profit or loss in the period in which it arises.

3.14 Operating lease agreements

Rentals applicable to operating leases where substantially all of the benefits and risks of ownership remain with the lessor are charged against profits on a straight line basis over the period of the lease.

4 Limited by guarantee

The company is limited by guarantee and does not have a share capital. The liability of the members is limited in the event of the company being wound up to such amount as may be required not exceeding one pound.

GOVERNORS FOR SCHOOLS

NOTES TO THE ACCOUNTS (Continued)

5	Donations	2020/2021 £	2019/2020 £
	The Worshipful Company of Grocers		4,750
	Academies Enterprise Trust		2,500
	Evelina Hospital School		300
	Yorkshire Building Society		250
	Irwin Mitchell LLP		1,480
	80:20 Charitable Trust	838,150	356,180
	Allen & Overy	4,359	1,500
	Tenzing	35,000	35,000
	Amazon Smile	34	26
	Frances Jacob	48,000	48,000
	The Key Support Services	32,727	
	The University of Manchester	144	
	JustGiving	20	
		958,434	449,986
		958,434	449,986
6	Investment Income	2020/2021 £	2019/2020 £
	Bank Interest	63	113
		63	113
		63	113

GOVERNORS FOR SCHOOLS

NOTES TO THE ACCOUNTS (Continued)

7

Charitable Activities	2020/2021	2019/2020
	£	£
Marketing	25,245	37,010
Business Development	8,383	9,691
Website & Database	12,509	13,687
e-Learning & Impact	15,577	7,262
Salaries & Expenses	662,943	636,527
Administration	19,989	47,974
Occupancy Costs	101,178	121,628
Depreciation	9,479	9,036
Office Equipment	1,195	2,510
Legal & Professional	4,054	3,286
Auditors' Remuneration – Other Services	1,381	0
	861,933	888,611
Governance Costs		
Auditors' Remuneration - Audit Fee	4,980	4,860
	4,980	4,860
Chargeable Services Costs		
Salaries & Expenses	62,618	22,663
Occupancy	11,075	4,130
	73,693	26,793

8 Remuneration

The Board Chairman & Directors

The Chairman & Directors did not receive any remuneration for their services. No expenses were paid during the year.

8.1 Employees

8.2 Analysis of Employees

Category of Employment	Average Number Of Employees 2020/2021	Average Number Of Employees 2019/2020
Chief Executive	1	1
Administration	2	2
Delivery & Impact	19	18
	22	21

GOVERNORS FOR SCHOOLS

NOTES TO THE ACCOUNTS (Continued)

8.3 Analysis of Staff Costs

Total staff costs for the year were

Salaries	Total 2020/2021 £	Total 2019/2020 £
Salaries	631,284	568,951
Employer's Pension	22,625	18,239
Employer's NIC	59,003	51,850
	<u>712,912</u>	<u>639,040</u>

The amount recognised in the Statement of Financial Activities as an expense in relation to defined contribution pension plans was £22,625

The number of employees whose emoluments (salaries, wages and benefits in kind) fell within the following band:

	2020/2021 £'000	2019/2020 £'000
£70,000 - £79,999	0	1
£80,000 - £89,999	1	0

During the year pension contributions of £6,416 were paid for this member of staff.

9 Fixed Assets

Analysis of Fixed Assets

	Computers & Furniture £	Total 2020/2021 £	Total 2019/2020 £
Cost			
as at 1 April 2020	62,166	62,166	57,934
Purchased in year	11,235	11,235	4,232
Disposal of equipment	0	0	0
Cost as at 31 st March 2021	<u>73,401</u>	<u>73,401</u>	<u>62,166</u>
Depreciation			
as at 1 April 2020	53,476	53,476	44,440
Charge for the year	9,479	9,479	9,036
Depreciation on Disposal	0	0	0
as at 31 st March 2021	<u>62,955</u>	<u>62,955</u>	<u>53,476</u>
Net Book Value			
as at 1 April 2020	8,690	8,690	13,494
as at 31 st March 2021	<u>10,446</u>	<u>10,446</u>	<u>8,690</u>

GOVERNORS FOR SCHOOLS

NOTES TO THE ACCOUNTS (Continued)

10 Assets

Debtors & Prepayments

	Total 2020/2021	Total 2019/2020
	£	£
Rent Bond	15,000	30,375
Sundry Debtors	40,116	15,029
Prepayments	29,772	30,602
	84,888	76,006

11 Liabilities

Creditors falling due within one year

	Total 2020/2021	Total 2019/2020
	£	£
Creditors	603	37,331
Accruals and Deferred Income	64,427	44,707
VAT	6,900	
	71,930	82,038

Where chargeable services relate to a specific period, income is recognised on a monthly basis with the balance treated as deferred income.

	Total 2020/2021	Total 2019/2020
	£	£
Deferred income brought forward	38,417	
Released from the prior year	(38,417)	
Deferred in the current year	57,583	38,417
Deferred income carried forward	57,583	38,417

12 Restricted Funds

	Balance 1/4/2020	Incoming	Expenditure, Gains, Losses & Transfer	Total 2020/2021
	£	£	£	£
Allen & Overy	0	4,359	1,859	2,500
80:20 Charitable Trust	0	18,150	18,150	0
	0	22,509	20,009	2,500

Restriction

Allen & Overy

Allen & Overy donation to be spent on activity related to exclusions support.

80:20 Charitable Trust

Restricted donation to be spent on key developments such as technology infrastructure.

GOVERNORS FOR SCHOOLS

NOTES TO THE ACCOUNTS (Continued)

13 Analysis of Net Assets Between Funds

	Unrestricted Funds	Restricted	Total 2020/2021
	£	£	£
Tangible Fixed Assets	10,446		10,446
Current Assets	728,571	2,500	731,071
Liabilities	(71,930)		(71,930)
	667,087	2,500	669,587
	Unrestricted Funds	Restricted	Total 2019/2020
	£	£	£
Tangible Fixed Assets	8,690		8,690
Current Assets	638,383		638,383
Liabilities	(82,038)		(82,038)
	565,035	0	565,035

14 Operating Leases

The total future minimum lease payments under non-cancellable operating leases are as follows:

	Total 2020/2021	Total 2019/2020
	£	£
Not later than 1 year	108,000	31,365
Later than 1 year and not later than 5 years	27,000	0
	135,000	31,365

The leases payments recognised as an expense during the year amounted to £108,000.

15 Related Party Transactions

During the year the charity received donations of £838,150 from the 80:20 Charitable Trust which is exclusively funded by the Armitage family. Mr Ian Armitage is a Trustee of Governors for Schools. At the year end, there was an amount of £23,083 due to be received from the 80:20 Charitable Trust.

Ian Armitage is also a Director of The Key Support Services Limited who made an unrestricted donation of £32,727.

During the year, the charity received an amount of £35,000 from Tenzing. This is for work undertaken by Ian Armitage but his fees donated to the charity.

The charity received a restricted donation of £4,359 during the year from Allen & Overy, a company in which Trustee Jane Higgins is a Partner. The charity also received payment of £3,000 for services.

The charity received payment of £10,000 for services from Lloyds Banking Group, a company in which Trustee David Rowsell is an employee.

No further transactions with related parties were undertaken such as are required to be disclosed