



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+**

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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.

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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.

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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.

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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



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



Annual Report 2024 – 2025

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

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Our corporate partnerships



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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.

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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.

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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
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		<u>683,964</u>		<u>366,682</u>
		739,611		463,452
Liabilities				
Creditors falling due within one year	12	<u>177,811</u>		<u>131,480</u>
Net Current Assets			561,800	331,972
Total Assets less Current Liabilities			<u>569,571</u>	<u>346,148</u>
Net Assets			<u>569,571</u>	<u>346,148</u>
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			<u>223,745</u>	<u>111,972</u>
			<u>569,571</u>	<u>346,148</u>

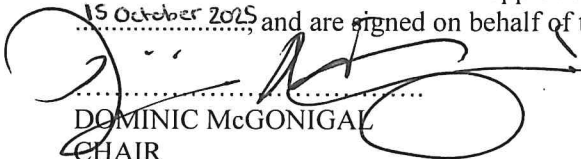
For the year ending 31 March 2025 the charity was entitled to exemption from audit under section 477 of the Companies Act 2006 relating to small companies.

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	<u>5,856</u>	<u>5,033</u>
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	<u>(3,036)</u>	<u>(9,289)</u>
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
	102,914	125,747

6 Grants

	2024/2025	2023/2024
	£	£
80:20 Charitable Trust	1,034,273	900,000
	1,034,273	900,000

GOVERNORS FOR SCHOOLS

NOTES TO THE ACCOUNTS (Continued)

7 Investment Income

	2024/2025 £	2023/2024 £
Bank Interest	5,856	5,033
	<u>5,856</u>	<u>5,033</u>

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
	<u>902,572</u>	<u>992,647</u>
Governance Costs		
Auditors' Remuneration - Audit Fee	5,820	5,520
	<u>5,820</u>	<u>5,520</u>
Chargeable Services Costs		
Salaries & Expenses	396,204	264,539
Operational costs	70,299	45,511
	<u>466,503</u>	<u>310,050</u>

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

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

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
	<u>55,647</u>	<u>96,770</u>

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
	<u>177,811</u>	<u>131,480</u>

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	<u>157,224</u>	<u>91,470</u>

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
	<u>341,148</u>	<u>1,544,198</u>	<u>1,327,472</u>	<u>557,874</u>

	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
	<u>333,639</u>	<u>1,294,273</u>	<u>1,286,764</u>	<u>341,148</u>

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)
	<u>557,874</u>	<u>11,697</u>	<u>569,571</u>

	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)
	<u>341,148</u>	<u>5,000</u>	<u>346,148</u>

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

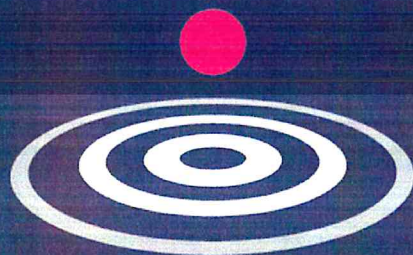
17 Related Party Transactions

~~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

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