
CHRISTIAN EDUCATION MOVEMENT
(A company limited by guarantee)

ANNUAL REPORT AND FINANCIAL STATEMENTS

31 AUGUST 2024

Company number: 04192501
Charity number: 1086990

CHRISTIAN EDUCATION MOVEMENT
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LEGAL AND ADMINISTRATIVE INFORMATION

Trustees	Mr Stephen Botham Mrs Jane Chipperton (resigned 07/03/2024) Mrs Carole Gallant Mrs Pamela Draycott (Chair) Mr Philip Leivers Ms Susan Leslie (Vice-Chair) Mr Norman Richardson (resigned 12/10/2023) Mrs Suzanne Wilson-Higgins (resigned 12/10/2023) Mr Derek Holloway Mrs Caroline L'Estrange Mr David Legrand Rev Andrew Haviland (appointed 18/10/2024)
Secretary	Ms Zoë Keens
Charity Number	1086990
Company Number	04192501
Principal Address	Suite 5-6 1 Devon Way Birmingham B31 2TS
Websites	www.christianeducation.org.uk www.retoday.org.uk www.natre.org.uk www.ibraglobal.org www.understandingchristianity.org.uk We also work closely with: www.rootsontheweb.com
Auditors	Cooper Parry Group Limited Cubo Birmingham, 3 rd Floor Two Chamberlain Square Birmingham B3 3AX
Bankers	Lloyds Bank plc 43 Irongate Derby DE1 3FT
Solicitors	Pothecary Witham Weld 70 St Georges Square London SW1V 3RD Veale Wasborough Vizards Barnards Inn 86 Fetter Lane London EC4A 1AD Anthony Collins Solicitors LLP 134 Edmund Street Birmingham B3 2ES

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TRUSTEES' REPORT

Year ended 31 August 2024

The members of the Board of Trustees present their report together with the financial statements of Christian Education Movement for the year ended 31 August 2024. The report has been prepared in accordance with the Charities Act 2011 and constitutes a directors' report for the purposes of company legislation.

The financial statements have been prepared in accordance with the accounting policies set out on pages 18 to 19 of the attached financial statements and comply with the charitable company's memorandum and articles of association, applicable laws and the requirements of the Statement of Recommended Practice on "Accounting and Reporting by Charities" (FRS 102) issued in 2019.

Structure, governance and management

Christian Education (CE), as the charity is generally known, is a company limited by guarantee (Company Registration No. 04192501 England and Wales) with the formal title of Christian Education Movement. It was incorporated on 2 April 2001 and was registered as a charity on 12 June 2001 (Charity Registration No. 1086990). In the event of the charity being wound up Trustees are required to contribute an amount not exceeding £1.

The conduct of its work is governed by a Memorandum and Articles of Association. The charity brings together different traditions of service, one dating from 1803 when the National Sunday School Union was founded, IBRA which was founded in 1882 and another, which comes via the Student Christian Movement in Schools, from 1892.

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

Mr Stephen Botham
Mrs Jane Chipperton (resigned 07/03/2024)
Mrs Carole Gallant
Mrs Pamela Draycott (Chair)
Mr Philip Leivers
Ms Susan Leslie (Vice-Chair)
Mr Norman Richardson (resigned 12/10/2023)
Mrs Suzanne Wilson-Higgins (resigned 12/10/2023)
Mr Derek Holloway
Mrs Caroline L'Estrange
Mr David Legrand
Rev Andrew Haviland (appointed 18/10/2024)

The Board of Trustees are directors of the charitable company for the purposes of company legislation and Trustees for the purposes of charity legislation. The Board appoints the Chair and Vice-Chair of Christian Education.

The Board is ultimately responsible for the charity and meets on a regular basis (five times in 2023-24), three virtual meetings and one residential meeting to review developments and make decisions including approving the Annual Plan with its budget. The Board has appointed the Chair and Vice Chair as the Business Planning Group (BPG) to work on a 'between meetings' basis with the Chief Executive. The charity sponsors the daily operation of the National Association of Teachers of Religious Education (NATRE) which is separately constituted and led by its own elected Executive.

The Chief Executive is responsible for the day-to-day management of the charity and its work and reports to the Board on a formal basis at meetings, as well as informally between meetings. All members of staff, some of whom are based in the charity's offices in Birmingham, and some of whom work remotely from their own homes, are accountable to the Chief Executive.

The Business Planning Group takes responsibility for processing nominations of Trustees. The charity from time to time makes personal approaches on recommendation to potential Board members. Candidates for service are considered from amongst those working with the charity in other capacities, those whom Trustees and staff encounter in their engagements with the Religious Education, Christian publishing communities and those responding to our recruitment notices.

Trustees are often co-opted to the Board initially and after formal agreement, new Trustees are provided with information outlining charity policy, strategy and working practices, and each makes a declaration of their eligibility to serve under current legislation. This set of guidance notes for all Trustees is updated periodically as new statements of policy etc. are agreed by the Board. All trustees are encouraged to attend appropriate training courses and to seek membership of relevant professional bodies.

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Working Relationships

Throughout the period the charity has had a close working relationship with several organisations including:

- **Culham St Gabriel's (CSTG)**
RE Today and NATRE have been identified as key suppliers by CSTG and the team work actively to establish ways in which to strengthen and support the whole of the RE community.
- **ROOTS for Churches**
Christian Education is a partner in a separate charitable company, ROOTS for Churches Limited. Christian Education's Chief Executive serves as a Director of ROOTS for Churches Limited. Every two months ROOTS publish two magazines: one for leaders of activities for children and young people, the other for worship leaders.
- **Religious Education Council**
Christian Education and NATRE are individually members of the Religious Council in England and Wales (REC). This is the coalition of professional and faith bodies, RE agencies, Trusts and Foundations with an interest in Religious Education. Every few years one of the Department for Education ministers addresses the Council, which meets at least twice a year.
- **RE Policy Unit**
RE Today, NATRE and REC work in partnership as the RE Policy Unit. We work together to promote the value of religious education, to ensure that its importance is recognised by all schools, policy makers and the media.
- **Council for Subject Associations – CfSA**
NATRE is a member of the CfSA and is represented by Zoë Keens as a Board member, and Katie Freeman (Chair – NATRE). CfSA is an umbrella organisation, independent of Government, which represents subject associations. Members of the CfSA benefit from the power of a unified voice, representing Subject Associations in informing educators, policy makers and media about research and professional practice informed approaches to the curriculum, pedagogy, teacher training and professional development.
- **RE Hubs**
The RE Hubs project is dedicated to supporting Religious Education (RE), Religion, Values and Ethics (RVE) and Religion & Worldviews (R&W) teachers and practitioners in the UK. Our mission is to connect those who can provide resources with those who need them. We aim to create a neutral platform that brings all stakeholders together, filling the knowledge gap and equipping everyone within the RE/RVE/R&W ecosystem. The key focus is to provide an information exchange hub www.re-hubs.uk for those who have services, resources, training and visits to benefit schools with those teachers who are looking to increase their teaching provision. The regions reflect the DfE's delineation and Wales. Each region is led by a RE Hub Lead recruited for their specific knowledge and experience in supporting RE/RVE in their local region. This project is led by Claire Clinton, Lead Director for England and Wales RE Hubs on behalf of the Steering Group which is made up of representatives from: REC, NATRE, AULRE, ARIEAC, TRS, NASACRE and CSTG (funder) and is supported on a day-to-day basis by RE Today.

Risk management

The Trustees have a Risk Policy which is reviewed annually in January and the Risk Register which is reviewed on a continual basis to assess the major risks to which the charity is exposed. These relate to five key areas: Governance and Management, Operational, Financial, Environmental – external / internal and Compliance.

The Trustees believe that by monitoring reserve levels, by ensuring controls exist over key financial systems, and by examining the governance, operational and business risks faced by the charity effective systems have been put in place to mitigate the risks.

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Objectives and aims

The Object of the charity is to advance education by promoting lifelong learning in religion and faith for all, as a positive contribution to the wellbeing of society.

The Trustees confirm that they have looked at Charity Commission guidance when setting the Objectives for the charity. The Trustee Board has considered the general guidance on public benefit and to its supplementary guidance on:

"The advancement of education; the advancement of religion; the advancement of human rights, conflict resolution or reconciliation of the promotion of religious or racial harmony or equality or diversity."

Christian Education Movement serves a wide range of people, individuals in their personal faith and those working in education. CE / RE Today provides support, training, research, and curriculum development. In turn our clients, customers and partners contribute ideas and support to the breadth of the work undertaken by CE.

In its work with Religious Education in schools, the charity is committed to an equally representative, ecumenical, and multi-faith / non-religious worldviews approach. The flagship service for those working in the field of Religious Education in schools is the termly magazine *REtoday* and the termly books for primary and secondary teachers – these publications are the foundation that all NATRE membership packages are built on. CE / RE Today work collaboratively with NATRE to support all RE practitioners.

Our core purpose as an organisation is to be a platform and foundation for equipping, supporting, and resourcing human flourishing across the globe through the development and provision of first-class Religious Education services, materials, guidance, and leadership.

RE Today Services

A team of six RE Advisers focus their work on the professional development of teachers and are commissioned to advise schools, local authorities, SACREs, dioceses and others. The Advisers are all writers and editors for the charity's RE publications programme, enabling the maximisation of small resources for the benefit of a large percentage of the school population.

During 2023-24 RE Today and NATRE have continued working collaboratively with the REC and with the independently funded RE Policy Unit. It has been deemed a significant success with the breadth of project work that has included multiple media initiatives and approaches to government and the DfE. Other Trustees and staff serve on the governance of the REC.

NATRE

The charity sponsors the subject teachers' association, the National Association of Teachers of Religious Education (NATRE), providing management services of administration and membership management alongside sales and marketing.

NATRE is a separately constituted organisation that runs autonomously with support provided by working in partnership with CE and RE Today Services. CE works collaboratively with, and takes direction from, the NATRE steering group to achieve the agreed aims. This is a mutually beneficial partnership that facilitates and enables teachers to have access to excellent knowledge and high-quality resources and advice.

NATRE supports a programme of projects, led by their steering group and executive and with professional service provision by RE Today. NATRE is consulted by the Department for Education, Ofsted, and other agencies, so that they can hear the voice of teachers of RE. NATRE is a member of the Council for Subject Associations (CfSA).

British Journal of Religious Education (BJRE)

CE wholly owns and publishes original research papers in the British Journal of Religious Education (BJRE) published under contract by the academic journal specialist Taylor & Francis. BJRE publishes original research papers in print and digitally.

The Editorial Board meets annually but is active throughout the year developing opportunities to further the reach, and therefore the benefits, to Academics, Initial Teacher Training (ITT's), students, and teachers. It draws on thoughts and opinions from the International Advisory Board, with a membership of Academics from Universities from across the world.

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Christian Education

CEM supports spiritual and faith development undertaken in the Christian community, especially through the provision of IBRA Bible reading notes and reading lists and through our support for 'ROOTS for Churches'.

CEM is a member of Churches Together in Britain and Ireland (CTBI). Christian Education is a Body in Association with CTBI and 'Churches Together in England' (CTE).

International Bible Reading Association (IBRA)

'*Fresh from The Word 2024*' (FFTW), the single annual publication, has sold consistently well although our readership is diminishing. David Painting is the editor, and the foreword was written by Hon. Fiame Naomi Mata'afa, the Samoan Prime Minister.

Our UK readers have donated to our IBRA International Fund which assists international partner organisations in making versions of our Bible reading notes available in Africa, India, and the Pacific.

The IBRA website provides accessibility to the daily readings within '*Fresh from The Word*' and encourage readers / visitors to engage with our international community, supported by daily updates on the Facebook pages and Twitter account.

Achievements and performance

The following agreed objectives have been continued in 2023-24

- A. To develop best practice in teaching and learning in Religious Education in schools by the provision of pioneering support services and consultancy
- B. To become more visible in the field as a lead religious education services provider, including the sponsorship and business development of the National Association of Teachers of Religious Education
- C. To encourage Christians to explore and articulate their own beliefs and values
- D. To build partnerships with other agencies engaged in the spiritual, moral, social, and cultural dimensions of education and learning, including with those working in higher education
- E. To monitor expenditure ensuring cost effectiveness, to maintain income levels in our various business streams and grow new income streams through strategic business development, that will be mutually beneficial to the organisation and community it serves. This will be achieved through the appropriate investment in training, systems, operations, and communications.

A. To develop best practice in teaching and learning in Religious Education in schools by the provision of pioneering support services and consultancy

Our remarkable team of schools RE Advisers have continued to work with tremendous dedication and commitment to engage and fulfil unique development and project work. It has been a year of change with Lat Blaylock retiring in December 2024 and Fiona Moss leaving to pursue new opportunities at CSTG in August 2024. We are delighted to have welcomed Debbie Yeomans and Julie Childs to the team, both expert Primary practitioners in September 2024. They have continued to work incredibly hard to meet the needs of schools, through our unique research and thought leadership.

During the last 12 months we fully launched the Primary RE Curriculum, which is the charity's first adaptable classroom ready resource, and in the first 12 months over 1000 schools have brought this new resource through the NATRE Schools Enhanced Primary membership. This is a complete provision and is being developed into a stand-alone product – it works with the Model Agreed Syllabus B, and can support our other Syllabi. We have continued to win new contracts to work with SACRE's. The Model Agreed Syllabus, written specifically to support leaders and teachers. This product continues to fit both requirement and budgets.

The work has continued to ensure that all resources are available in multiple ways, and the through the web shop all printed publications can be bought and a number of specific books can be bought digitally through Vitrium our DRM system. This is a seamless purchasing experience.

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Publications

Our curriculum series –**Exploring Religion and Worldviews** (Primary) and **Investigating Worldviews** (Secondary) was launched in September 2022. The team continue to work exceptionally hard to produce all our publications including *REtoday* magazine.

The online REtoday Magazine Library site has increasing online subscribers who have digital access to the full back catalogue of over 1,450 searchable, indexed articles, resources, and activities. Each new edition of REtoday's articles is added in line with the distribution date of the magazine. Access to the RE Today Library is freely available to all NATRE members in the new membership programme launched in October 2022.

The new offer of digital books through the Vitrium platform, available via the RE Teaching Resources online shop, provides a modern and efficient solution for accessing high-quality resources. This digital format offers instant access, eliminating the need for shipping delays, and allows users to engage with content across multiple devices. The platform supports sustainable learning by reducing paper use and provides interactive features such as text highlighting and annotation. The digital format also ensures cost-effectiveness by eliminating shipping fees, offering a flexible, portable, and eco-friendly alternative for RE educators. This innovation aligns with our commitment to providing accessible and forward-thinking resources.

Understanding Christianity (UC) – edited by Stephen Pett, and Helen Matter for EYFS continues to sell well, and the 15-hour training, broken down into 6 modules continues to support the classroom resource. Schools are continuing to purchase and use the resource, and the in-person and online training engages new clients and new teachers joining a school where UC is embedded into the RE curriculum.

UC is being embedded in to the RE curriculum and the pedagogy fits with the movement to change the subject to focus on 'Religion and Worldviews'; therefore, we consider that this work will continue for the next 3 years and be a resource that will support teachers into the future.

Model Agreed Syllabus: the RE Adviser team have continued to present 'Model Agreed Syllabus' to SACREs that are due to refresh their Locally Agreed Syllabus but have restricted budgets. This continues to be a popular solution and the schools are keen to buy the suite of Schemes of Works that support the syllabus. RE Today have been able to support further through the organisation and management of launch conferences. RE Today also offers additional resources to update Model Agreed Syllabus A and B with the addition of A+ and B+ versions.

Courses and conferences

RE Today's courses and CPD training continue to be popular and with careful research the team develop relevant, instructional and resource filled training, providing delegates with the ability to develop their thinking and understanding together. The "Subject Knowledge Enhancement" and "Ways of Knowing" courses have proved very popular. The way in which we work means that we can be responsive and reactive to meet the needs of SACREs, MATs, Schools and teachers at every stage of learning. We also create bespoke and tailored training as consultancy. The team also deliver pupil conferences (primary and secondary), webinars for CPD purposes and support at diocesan and local authority conferences. Course Evaluations continue to be excellent from both teachers and pupils at our events.

We have seen an increase in teachers attending in-person courses, and the "Twilight" CPD for 60 – 90 min sessions continue to be popular.

B. To become more visible in the field as a RE services provider, including working in partnership with the National Association of Teachers of Religious Education (NATRE)

The National Association of Teachers of RE is a highly engaged group of teachers including several who, as well as teaching in the classroom and being active within NATRE, are also undertaking higher level study. Katie Freeman was elected Chair of NATRE in March 2024 for a three-year term. The benefit led NATRE membership has been designed to support teachers at every level of their career and continues to grow with retention levels and member sales increasing. This takes unique team working with NATRE and RE Today / CEM and there is excellent collaborative work too that benefits Head teachers, RE Advisers, subject leaders, and teachers, those who are qualified and unqualified in the classroom.

NATRE Spirited Arts competition is in its 21st year and the competition to date has attracted over half a million participants since 2004. This year we received a staggering number of entries, with 25,000 children involved. Entries came from pupils aged 3-19 years old, Early Years Foundation Stage (EYFS) and Special Education Needs and Disabilities (SEND). We received artwork, sculpture, poetry, film and music compositions and, as always, it was a privilege and a challenge with some entries from as far a-field as Australia, Bahrain and Thailand.

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For 2024 the new theme "Why do Animals Matter", was generously sponsored by Veganism in Education (VinE) and the Animal Interfaith Alliance (AIA). The RE Today suite of resources 'Ethical Veganism in the RE classroom' which span all age groups will support engagement with this theme.

New2RE – is the backbone to the Initial Teacher Training/Early Career Teachers (ITT/ECT) NATRE membership and broadens out the level of support provided to all ECT. The aim of this work remains to enable teachers to develop their own strategies for teaching RE and support them at the start of their careers; it continues to help them to deepen their subject knowledge and teach Religion and Worldviews within RE with confidence. The monthly free webinars in the virtual NATRE café are a key component of this support structure.

C. To encourage Christians to explore and articulate their own beliefs and values.

International Bible Reading Association (IBRA)

During 2023-24 over 3,700 copies of FfTW 2024 (Fresh from The Word) were printed in English and were also translated into 13 languages by our 13 IBRA international partners and distributed around the world – this work impacts over 32 countries. They are licenced to the partners who translate, publish and distribute approximately 75,000 copies.

It is encouraging to know that this title is of such personal benefit to our readers and partners, our thanks to David Painting and our team of over 50 international writers, the readings committee, and the steering committee.

The publishers are SPCK and we work closely to promote and increase the reach to increase our readership.

Fresh from The Word 2023-24 was distributed in American Samoa, Western Samoa, and Tokelau. IBRA materials circulate in Cameroon, the Congo, Fiji, Ghana, India, Nigeria, Portugal, and South Africa mostly translated into a local language.

The historical ethos of the IBRA continues in that the UK readership donate to support our international readers and £10,000 was defrayed in grants during the year to cover translation, printing, and distribution costs overseas. To ensure that as many partners benefit no grant application is fully funded. The full 100% of donations are distributed.

ROOTS for Churches

There are over 18,000 regular users that take printed copies of one or both bi-monthly ROOTS magazines. These provide preparation and training for leaders in adult and all age worship services as well as those working with children and young people. The materials pick up themes from the lectionary readings for the Sunday and are widely used in Anglican, Methodist and Reform church communities. The print offer is reflected in the extensive resources through the website.

CE is one of the seven ecumenical partners behind the ROOTS project. It is a separately registered charity directed by Melanie Cave, Managing Director. Sample material is available on the website www.ROOTSontheweb.com. The back catalogue of worship resources is also available on the website to subscribers via a password.

D. To build partnerships with other agencies engaged in the spiritual, moral, social, and cultural dimensions of education and learning, including with those working in higher education

British Journal of Religious Education (BJRE)

There is a public benefit in CEM building partnership with higher education and other bodies engaged in the spiritual, moral, social, and cultural dimensions of education and learning, taking forward the best of pedagogical thinking.

The editorial team is Editor - Professor Julian Stern, York St John's, Deputy Editor - Dr Yonah Matamba, University of the West of Scotland and Assistant Editor – Dr David Lundie, University of Glasgow. The Editorial Board meets annually but is active throughout the year developing opportunities to further the reach and therefore the benefits to Academics, ITT's, students, and teachers. This is supported by the 'Professional Reflection' section of the RE Today magazine under the joint editorship of Janet Orchard and Linda Whitworth.

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E. To monitor expenditure ensuring cost effectiveness, to maintain income levels in our various business streams and grow new income streams, including by appropriate investment in training, systems, and operations

Finances have been carefully managed during the continuing financial uncertainty which has impacted our business the impact on our primary client base of schools of the unbudgeted teacher pay rise. The financial processes continue to be robust and have proven invaluable in responding quickly to government guidelines in a changing environment and being able to provide a seamless service to our customers. On intellectual property we work with VWV (Veale Wasborough Vizards) on a project by project, case by case requirement to ensure that we are protecting CE/RE Today's IP and copyright on a continuing basis.

People

Lat Blaylock retired on 31 December 2023, and we celebrated his 29 years' service in January. He continues to work with RE Today as a consultant. Fiona Moss left the organisation on 31 August 2024 to pursue new opportunities at Culham St Gabriels. Linzey Tolan returned from Maternity leave.

In May 2024 we successfully recruited Julie Childs and Debbie Yeomans onto the team as expert Primary practitioners and were also delighted to welcome Dr Richard Kueh to work with us as Consultant Director of Education for RE Today.

We were sad to say goodbye to Chelsey Miller Brown in December 2024 and we thank her for your hard work and contribution over the years.

Future Plans

Internal Operations

Remote Working – the team deliver 'business as usual' as well as using the opportunity to develop new methods of working internally, refining process and measuring impact, income and expenditure carefully to continue the charity's work.

External Service Delivery – A major part of the charity's work is delivering consultancy and training – a challenge has been the ability to deliver contracts and commissioned work via Teams, Zoom and other platforms. This flexibility enables the whole organisation to work with more schools, teachers and education providers.

This delivery has become a key business development for the charity, with provision of CPD training being accessible for all teachers without the geographic limitations of face-to-face training. Clients including SACREs, MATs and teacher training providers have been early adopters of these products. In the business planning for 2023-24 this is built on with CEMIST and business and marketing information that enables us to understand our markets needs and trends. The 'self-service' platforms for teachers and other RE practitioners enable people to access high quality training at a time and in a place that suits them.

Accounting policies - Going Concern

At the time of signing the accounts, the Trustees consider that the charity will continue to operate for a period of at least 12 months from the date of signing these accounts. This is due to the level of funding already secured with key partners, the further development of the online learning provision and strong sales in key areas such as membership in the period to 31st December 2024. The charity continues to hold adequate cash reserves. Although the charity held negative unrestricted reserves as at the balance sheet date, the current business plan contains an expectation that these reserves will revert to a positive balance by 31st August 2025.

The business plan has been completely revised and was signed off by the Trustees in July 2023. The four year rolling budget was further reviewed and revised in January 2024 and was brought to the Trustee meeting in January 2024. The Business Plan is a comprehensive working document and lays out the strategy, direction of travel and implementation for the next year but looking forward to 2026. The latest forecast to 31st August 2026 indicates that the charity will be able to operate within the facilities available to it over this time period. On that basis the Trustees have prepared these financial statements on a going concern basis.

Zoë Keens and the team have continued to work on each element of the business internally and externally; assessing the potential and continued to look for opportunities within each market that each area benefits.

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Key strategic aims of each business strand:

RE Today Services:	Be the 'provider of choice' for excellent teaching support for religious and worldviews Education and values work in schools throughout the UK, working with SACRE's, funding bodies through consultancy, courses and excellent resources and the provision of resources to academies and academic trusts, all school types and supporting organisations.
NATRE:	To be the best, most supportive, relevant and innovative subject association in the UK providing social networks, communities of understanding, resource provision, advice, guidance, sharing and understanding at affordable prices.
IBRA:	Expand IBRA's work into other countries and reach more people in the UK through partnership working with SPCK, reduce all the costs, increase income and reaching new readers through their sales outlets.
CE:	Expand service provision and product base through partnership working and using excellent management systems.
BJRE:	To be the leading Academic journal for the study and research of Religious Education, increase further into international academic institutes.

Organisational Aims:

Significant work has continued during this year to fulfil the organisations aims focusing on four key areas:

1. Increase the engagement and commitment of the Board; auditing to ensure we have the right skills represented that reflect the work and business development of the charity.
2. Increase coherent and consistent working approaches and streamlined processes effectively using IT Infrastructure to support staff capacity and work more efficiently.
3. Increase team working, develop the skill and confidence in each team member to fulfil their role.

Continue to build the organisational structure to focus on business growth through each of the business strands increasing gross margin, through which the whole of the team is involved and can understand where and how their work fits in to the business development and income generation.

Business Premises – Move

JLL and the Landlords approached CEM regarding terminating their contract on 5-6 Imperial Court, Kings Norton so that they could repurpose the building.

CEM used this as an opportunity to downsize, rework processes and revise office usage. The team moved the office to S5-S6, 1 Devon Way, Birmingham. This has proved highly successful and also created cost savings.

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Financial review

Incoming resources for the year totalled £1,537,951. Detail of the various income streams can be found in notes 2 to 4 in the accounts.

Resources expended amounted to £1,977,676 in the year. Approximately 48% of this total (£957,109) related to staff costs whilst the balance of expenditure was split between printing of publications, mailings, conferences and other charitable activities.

The net outgoing resources for the year after other recognised gains and losses and transfers between funds totals £398,545.

The balance sheet of the charity as at 31 August 2024 shows total funds of £454,776. These funds comprise unrestricted funds of (£187,854), restricted funds of £295,097 and endowment funds of £347,533.

Details of the movements on the funds can be found in notes 20 to 22 to the financial statements.

Restricted income funds comprise monies that have either been raised for, and their use restricted to, specific purposes, or they comprise donations subject to donor-imposed restrictions. Full details of the restricted income funds can be found in note 21 to the attached accounts together with an analysis of movements in the year.

Reserves policy

As it is clear from the foregoing that the charity carries out a wide variety of activities, some of which comprise short term and externally funded pieces of work whilst others comprise longer term commitments requiring significant and ongoing financial investment.

The Trustees have examined the requirement for free reserves i.e. those unrestricted funds not invested in tangible fixed assets, designated for specific purposes or otherwise committed. The Board of Trustees is of the opinion that, given the nature of the charity's work, free reserves should equate to between three- and six-months planned expenditure at any point in time (for the financial year 2024/25, this would range from £473,168 to £946,337). The members of the Board of Trustees believe that this level of reserves provides sufficient flexibility to cover temporary shortfalls in incoming resources due to timing differences in income flows, to furnish adequate working capital to cover core costs and will allow the charity to cope with and respond to unforeseen emergencies whilst specific action plans are implemented.

The current year has been challenging, and overheads have been diverted from restricted to unrestricted activity to develop new methods of delivery and to respond to the changing marketplace. Because of this the free reserves as at 31st August 2024 have dropped below the target and were negative as at the balance sheet date. However, the current business plan contains an expectation that these reserves will revert to a positive balance by 31st August 2025. The Business Plan 2024-25 was rewritten to present a comprehensive overview of the charity, its work for the next financial year, but with a forward vision for the next 4 years to 2028. This was agreed by the Board and is being implemented proactively by the team.

Articles of Association

The Articles of Association reflect current charity law and reflect the current purposes and working practices of Christian Education Movement.

Investment Policy

The charity has a Reserves policy, Investment Policy and Ethical Investment Policy, all of which are reviewed annually by Trustees. The charity's investments at 31 August 2024 comprised cash deposits of £4,433 and listed investments with a market value of £471,713. The funds are placed with CCLA in cash deposits, the investment fund (income) and property fund (income).

Key Management Personnel Remuneration

The Board of Trustees delegate the day to day management to Zoë Keens the CEO. Her salary is benchmarked against similar positions within the sector and advice taken from recruitment consultants.

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Statement of Trustees' responsibilities

The Trustees, who are also the directors of Christian Education Movement for the purpose of company law, are responsible for preparing the Trustees' Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

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

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

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP (FRS 102);
- make judgments and estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in operation.

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

In so far as the Trustees are aware:

- there is no relevant audit information of which the charitable company's auditor is unaware; and
- the Trustees have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditor is aware of that information.

The Trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charitable company's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

AUDITORS

Cooper Parry Group Limited have expressed their willingness to continue in office and will be proposed for re-appointment at the Annual General Meeting.

Approved by the Trustees 14th March 2025 and signed on their behalf by:



Pamela Draycott (Mar 21, 2025 10:40 GMT)

Mrs Pamela Draycott

Chair

CHRISTIAN EDUCATION MOVEMENT
(A company limited by guarantee)

INDEPENDENT AUDITOR'S REPORT
TO THE MEMBERS OF CHRISTIAN EDUCATION MOVEMENT

Opinion

We have audited the financial statements of Christian Education Movement for the year ended 31 August 2024 which comprise the Statement of financial activities, the Balance sheet, the 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 Financial Reporting Standard 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 August 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; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the 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.

Other information

The other information comprises the information included in the Trustees' 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.

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

We have nothing to report in this regard.

Opinions on matters prescribed by the Companies Act 2006

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

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

CHRISTIAN EDUCATION MOVEMENT
(A company limited by guarantee)

INDEPENDENT AUDITOR'S REPORT (continued)
TO THE MEMBERS OF CHRISTIAN EDUCATION MOVEMENT

Matters on which we are required to report by exception

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

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

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

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 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 directors either intend to liquidate the company or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

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

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 specific procedures for this engagement and the extent to which these are capable of detecting irregularities, including fraud are detailed below:

Our assessment focused on key laws and regulations the charitable company has to comply with and areas of the financial statements we assessed as being more susceptible to misstatement. These key laws and regulations included but were not limited to compliance with the Companies Act 2006, Charities Act 2011, taxation legislation, data protection, anti-bribery, and employment legislation.

We are not responsible for preventing irregularities. Our approach to detecting irregularities included, but was not limited to, the following:

- obtaining an understanding of the legal and regulatory framework applicable to the charitable company and how the charitable company is complying with that framework, including agreement of financial statement disclosures to underlying documentation and other evidence;
- obtaining an understanding of the charitable company's control environment and how the charitable company has applied relevant control procedures, through discussions with Trustees and other management and by performing walkthrough testing over key areas;
- obtaining an understanding of the charitable company's risk assessment process, including the risk of fraud;
- reviewing meeting minutes of those charged with governance throughout the year; and
- performing audit testing to address the risk of management override of controls, including testing journal entries and other adjustments for appropriateness, evaluating the business rationale of significant transactions outside the normal course of business and reviewing accounting estimates for bias.

Whilst considering how our audit work addressed the detection of irregularities, we also considered the likelihood of detection based on our approach. Irregularities arising from fraud are inherently more difficult to detect than those arising from error.

CHRISTIAN EDUCATION MOVEMENT
(A company limited by guarantee)

INDEPENDENT AUDITOR'S REPORT
TO THE MEMBERS OF CHRISTIAN EDUCATION MOVEMENT

Auditor's responsibilities for the audit of the financial statements (continued)

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. The risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance. The risk is also greater regarding irregularities occurring due to fraud rather than error, as fraud involves intentional concealment, forgery, collusion, omission or misrepresentation.

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

Use of our report

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

Glen Bott FCA

Cooper Parry Group Limited
Cooper Parry Group Limited (Mar 27, 2025 09:15 GMT)

Senior Statutory Auditor
for and on behalf of:

Cooper Parry Group Limited
Statutory Auditor
Cubo Birmingham, 3rd Floor
Two Chamberlain Square
Birmingham
B3 3AX

14th March 2025

CHRISTIAN EDUCATION MOVEMENT
(A company limited by guarantee)

STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 31 AUGUST 2024

	Notes	Unrestricted funds £	Restricted funds £	Endowment funds £	Total 2024 £	Total 2023 £
Income and endowments from:						
Donations and legacies	2	2,848	8,878	-	11,726	7,940
Investments	3	23,450	-	-	23,450	18,297
Charitable activities	4	1,302,436	200,339	-	1,502,775	1,616,269
Total income		1,328,734	209,217	-	1,537,951	1,642,506
Expenditure on:						
Raising funds		22,563	-	-	22,563	22,693
Charitable activities						
Provision of opportunities for learning		1,586,760	368,353	-	1,955,113	1,883,747
Total expenditure	5	1,609,323	368,353	-	1,977,676	1,906,440
Other recognised gains and losses						
(Losses)/Gains on investment assets	14	501	-	40,679	41,180	(11,398)
Net income		(280,088)	(159,136)	40,679	(398,545)	(275,332)
Transfer between funds	12	184,491	(143,812)	(40,679)	-	-
Net movement in funds		(95,597)	(302,948)	-	(398,545)	(275,332)
Fund balances at 1 September 2023		(92,257)	598,045	347,533	853,321	1,128,653
Fund balances at 31 August 2024		(187,854)	295,097	347,533	454,776	853,321

All income and expenditure relates to continuing activities and represents all gains and losses recognised during the year.

All of the activities of the charitable company are classified as continuing.

The notes on pages 18 to 34 form part of these financial statements.

CHRISTIAN EDUCATION MOVEMENT
(A company limited by guarantee)

SUMMARY INCOME AND EXPENDITURE ACCOUNT
FOR THE YEAR ENDED 31 AUGUST 2024

	2024 £	2023 £
Income	1,514,501	1,624,209
Expenditure	(1,977,676)	(1,906,440)
Net operating deficit	<u>(463,175)</u>	<u>(282,231)</u>
Investment income	<u>23,450</u>	<u>18,297</u>
Net deficit for the year	<u><u>(439,725)</u></u>	<u><u>(263,934)</u></u>

The notes on pages 18 to 34 form part of these financial statements.

CHRISTIAN EDUCATION MOVEMENT
(A company limited by guarantee)

BALANCE SHEET

FOR THE YEAR ENDED 31 AUGUST 2024

Registration Number 04192501

	Notes	£	2024 £	£	2023 £
Fixed assets					
Intangible assets	13a		138,540		277,082
Tangible assets	13b		6,227		33,724
Investments	14		476,146		636,266
			620,913		947,072
Current assets					
Stocks	15	113,409		80,034	
Debtors: Amounts falling due within one year	16	155,060		147,932	
Debtors: Amounts falling due after one year	16	2,816		12,084	
Cash at bank and in hand		102,588		164,919	
			373,873	404,969	
Creditors: amounts falling due within one year	17	(532,510)		(481,220)	
			(158,637)	(76,251)	
Net current assets					
Total Assets less current liabilities			462,276		870,821
Creditors: amounts falling due after more than one year	17		(7,500)		(17,500)
Net Assets			454,776	853,321	
Capital funds					
Endowment funds	20		347,533		347,533
Income funds					
Restricted funds	21		295,097		598,045
Unrestricted funds:					
Designated funds	22		144,767		310,806
General funds	22		(332,621)		(403,063)
			454,776	853,321	

The notes on pages 18 to 34 form part of these financial statements.

These financial statements were approved by the Board of Trustees on the 14th March 2025 and are signed on their behalf by:



Pamela Draycott (Mar 21, 2025 10:40 GMT)

Mrs Pamela Draycott
Chair

CHRISTIAN EDUCATION MOVEMENT
(A company limited by guarantee)

STATEMENT OF CASH FLOWS

AS AT 31 AUGUST 2024

	2024	2023
	£	£
Cash flows from operating activities		
Net movement in funds	(398,545)	(275,332)
Interest received	(23,450)	(18,297)
(Increase)/Decrease in stock	(33,375)	11,676
Decrease/(Increase) in debtors	2,140	(28,815)
Increase in creditors	51,290	66,253
Amortisation/depreciation	152,406	152,959
	<hr/>	<hr/>
Net cash flow from operating activities	(249,534)	(91,556)
	<hr/>	<hr/>
Cash flows from investing activities		
Interest received	23,450	18,297
Purchase of fixed assets	(4,504)	(116,818)
Loss on disposal of fixed assets	18,137	-
(Gain)/Loss on investment assets	(41,180)	11,398
Purchase of investments	(3,700)	-
Proceeds on sale of investments	205,000	-
	<hr/>	<hr/>
Net cash flow from investing activities	197,203	(87,123)
	<hr/>	<hr/>
Cash flows from financing activities		
Bank Loan repaid	(10,000)	(10,000)
	<hr/>	<hr/>
Net cash flow from financing activities	(10,000)	(10,000)
	<hr/>	<hr/>
Net increase/(decrease) in cash and cash equivalents	(62,331)	(188,679)
Cash and cash equivalents at 1 September 2023	164,919	353,598
	<hr/>	<hr/>
Cash and cash equivalents at 31 August 2024	<u>102,588</u>	<u>164,919</u>
	<hr/>	<hr/>
	2024	2023
	£	£
Cash and cash equivalents consist of:		
Cash at bank and in hand	102,588	164,919
	<hr/>	<hr/>
Cash and Cash equivalents at 31 August 2024	<u>102,588</u>	<u>164,919</u>
	<hr/>	<hr/>

CHRISTIAN EDUCATION MOVEMENT
(A company limited by guarantee)

NOTES TO THE ACCOUNTS
FOR THE YEAR ENDED 31 AUGUST 2024

1 Accounting policies

1.1 Accounting convention

Christian Education Movement is a registered company limited by guarantee with registered charity status, in the United Kingdom. In the event of the charity being wound up, the liability in respect of the guarantee is limited to £1 per member of the charity. The address of the registered office is given in the charity information page of these financial statements.

The charity constitutes a public benefit entity as defined by FRS 102. The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (Charities SORP 2019), the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102), the Charities Act 2011, the Companies Act 2006 and UK Generally Accepted Practice.

The financial statements are prepared on a going concern basis under the historical cost convention, modified to include certain items at fair value. The financial statements are prepared in sterling which is the functional currency of the charity.

The significant accounting policies applied in the preparation of these financial statements are set out below. These policies have been consistently applied to all years presented unless otherwise stated.

1.2 Income recognition

Incoming resources are recognised in the period in which the charity is entitled to receipt and the amount can be measured with reasonable certainty. Income is deferred only when the charity has to fulfil conditions before becoming entitled to it or where the donor or funder has specified that the income is to be expended in a future accounting period.

Grants from government and other agencies have been included as income from charitable activities where these amount to a contract for services or where they are given towards the furtherance of specific activities, but as donations where the funds are given in response to an appeal or with the greater freedom of use, for example monies for core funding.

Legacies are included in the statement of financial activities when the charity is advised by the personal representatives of an estate that payment will be made or property transferred and the amount involved can be quantified.

1.3 Expenditure recognition

Expenditure is included in the statement of financial activities when incurred and includes any attributable VAT which cannot be recovered. Resources expended comprise the following:

- The cost of generating funds represents staff costs incurred in generating grants and donated income.
- The costs of charitable activities comprise expenditure on providing opportunities for learning about the Christian faith particularly to children and young people and those engaged in their development. The costs include the direct and the indirect (or support) costs associated with these activities.
- Support costs represent indirect charitable expenditure. In order to carry out the primary purpose of the charity it is necessary to provide support in the form of personnel development, financial procedures, provision of office services and equipment and a suitable working environment. The support costs are allocated wholly to charitable activities.
- Governance costs comprise the costs which are directly attributable to the governance of the charity and the necessary legal procedures for compliance with statutory requirements.

1.4 Tangible fixed assets and depreciation

Tangible fixed assets are stated at cost less depreciation. Depreciation is provided at rates calculated to write off the cost less estimated residual value of each asset over its expected useful life, as follows:

Freehold buildings	2% on a straight line basis
Office equipment	33% on a straight line basis
Fixtures and fittings	10% on a straight line basis

All tangible fixed assets costing more than £500 and with an expected useful life exceeding one year are capitalised.

1.5 Leasing and hire purchase commitments

Rentals payable under operating leases are charged against income on a straight-line basis over the period of the lease.

1.6 Investments

Listed investments are included in the financial statements at their market value as at the balance sheet date. Realised and unrealised gains (or losses) are credited (or debited) to the statement of financial activities in the year in which they arise.

CHRISTIAN EDUCATION MOVEMENT
(A company limited by guarantee)

NOTES TO THE ACCOUNTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2024

1.7 Stock and work in progress

Stocks consist of publications and are valued at the lower of cost and net realisable value with provision being made for any obsolete or damaged goods, and regular review of stock items to ensure that holding cost is in line with this policy. The Board regularly reviews its policy on the write-down of stock.

1.8 Pensions

A certain number of the charity's employees are members of defined contribution pension schemes to which the charity makes contributions based on a fixed proportion of pensionable salary. The attributable pension costs included in the financial statements represent the contributions payable to such schemes in respect of the accounting period.

Retirement benefits to some of the employees of the Charity are provided by the Teachers' Pension Scheme ("TPS"). This is a defined benefit scheme. The TPS is an unfunded scheme and contributions are calculated so as to spread the cost of pensions over employees' working lives with the Charity in such a way that the pension cost is a substantially level percentage of current and future pensionable payroll. The contributions are determined by the Government Actuary on the basis of quadrennial valuations using a prospective unit credit method. TPS is an unfunded multi-employer scheme with no underlying assets to assign between employers. Consequently, the TPS is treated as a defined contribution scheme for accounting purposes and the contributions recognised in the period to which they relate.

1.9 Funds

General funds represent those monies which are freely available for application towards achieving any charitable purpose that falls within the charity's charitable objects.

Special trust funds comprise monies for which the charity has responsibility in trustee capacity. In prior years, income from the CEM New Endowment Fund was credited to restricted income funds and applied towards the making of small grants to young people from churches in membership of the charity towards residential courses, conferences and holidays and income from the Christian Education Church Building Fund was credited to general funds and applied for the general purposes of the charity. From September 2023, after consultation with the Charity Commission, these two funds were merged into an expendable endowment named The Development Fund. All income from The Development Fund is credited to unrestricted funds for the general purposes of the charity. Any investment gains from The Development Fund are initially credited to the Endowment and then transferred to unrestricted funds.

Restricted funds comprise monies raised for, or their use restricted to a specific purpose, or contributions subject to donor imposed conditions.

Designated funds comprise monies set aside by the Board of Trustees out of unrestricted general funds for specific purposes or projects.

1.10 Intangible fixed assets and amortisation

Intangible fixed assets are stated at cost less amortisation. Amortisation only commences when the asset has been brought into use and is provided at rates calculated to write off the cost less estimated residual value of each asset over its expected useful life, as follows:

Software	33% on a straight line basis
----------	------------------------------

All intangible fixed assets costing more than £500 and with an expected useful life exceeding one year are capitalised.

1.11 Financial Instruments

The Charity only holds basic financial instruments as defined in FRS 102. The financial assets and financial liabilities of the Charity and their measurement bases are as follows:

Financial assets - trade and other debtors are basic financial instruments and are debt instruments measured at amortised cost as detailed in note 16. Prepayments are not financial instruments. Cash at bank is classified as a basic financial instrument and is measured at face value. Listed investments are included in the financial statements at their market value as at the balance sheet date. Realised and unrealised gains (or losses) are credited (or debited) to the statement of financial activities in the year in which they arise.

Financial liabilities - trade creditors, accruals and other creditors are financial instruments, and are measured at amortised cost as detailed in note 17. Taxation and social security are not included in the financial instruments disclosure definition. Deferred income is not deemed to be a financial liability, as the cash settlement has already taken place and there is an obligation to deliver services rather than cash or another financial instrument.

1.12 Going Concern

At the time of signing the accounts, the Trustees consider that The Charity will continue to operate for a period of at least 12 months from the date of signing these accounts. This is due to the level of business generation, income and funding secured with key partners. The Charity continues to hold significant cash reserves.

Although the charity held negative unrestricted reserves as at the balance sheet date, the charity has significant designated reserves and the current business plan contains an expectation that the unrestricted reserves will revert to a positive balance by 31st August 2025.

The latest forecast to 31st August 2025 indicates that the charity will be able to operate within the facilities available to it over this time period. On that basis the Trustees have prepared these financial statements on a going concern basis.

CHRISTIAN EDUCATION MOVEMENT
(A company limited by guarantee)

NOTES TO THE ACCOUNTS (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2024

2 Donations and legacies

	Unrestricted funds £	Restricted funds £	Total 2024 £	Total 2023 £
Donations and gifts	848	8,878	9,726	7,940
Legacies Receivable	2,000	-	2,000	-
	<u>2,848</u>	<u>8,878</u>	<u>11,726</u>	<u>7,940</u>
Total 2023	<u>300</u>	<u>7,640</u>	<u>7,940</u>	

3 Investment income

	Unrestricted funds £	Restricted funds £	Total 2024 £	Total 2023 £
Income from listed investments	23,450	0	23,450	18,297
	<u>23,450</u>	<u>0</u>	<u>23,450</u>	<u>18,297</u>
Total 2023	<u>192</u>	<u>18,105</u>	<u>18,297</u>	

CHRISTIAN EDUCATION MOVEMENT
(A company limited by guarantee)

NOTES TO THE ACCOUNTS (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2024

4 Income from charitable activities

	Unrestricted funds £	Restricted funds £	Total 2024 £	Total 2023 £
In furtherance of the charity's objectives	1,302,436	200,339	1,502,775	1,616,269
	<u>1,222,780</u>	<u>393,489</u>	<u>1,616,269</u>	
Total 2023				

Included within income relating to in furtherance of charity's objectives are the following:

	Unrestricted funds £	Restricted funds £	Total 2024 £	Total 2023 £
<i>Unrestricted funds</i>				
Grants from UK Government	-	-	-	-
Subscriptions & Membership	609,508	-	609,508	398,824
Consultancy and related fees	186,136	-	186,136	221,623
Conferences and seminars	274,726	-	274,726	315,540
Royalties and other income	48,354	-	48,354	65,116
Income from sales of publications	183,712	-	183,712	221,677
	<u>1,302,436</u>	<u>-</u>	<u>1,302,436</u>	<u>1,222,780</u>
<i>Restricted funds</i>				
Grants from trusts and businesses	-	200,339	200,339	393,489
	<u>1,302,436</u>	<u>200,339</u>	<u>1,502,775</u>	<u>1,616,269</u>

Subscriptions represent monies received from subscribers in return for termly mailings of RE Today magazine and the appropriate curriculum book i.e. primary or secondary publications.

Membership represents the NATRE membership monies, in which members receive the RE Today magazine, curriculum books as a termly mailing but can additionally benefit from monthly e-newsletters, free and discounted courses and RE Today resources and the annual NATRE conference. This is a monthly offer, not termly as with the subscriptions.

Mailings for academic interest entitle the subscriber to a copy of the British Journal for Religious Education. This publication is also available within NATRE membership and RE Today subscriptions.

CHRISTIAN EDUCATION MOVEMENT
(A company limited by guarantee)

NOTES TO THE ACCOUNTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2024

5	Total resources expended					
		Staff costs	Amortisation/ depreciation	Other costs	Total 2024	Total 2023
		£	£	£	£	£
	Expenditure on raising funds	20,240	-	2,323	22,563	22,693
	Charitable activities					
	Provision of opportunities for learning					
	Direct costs (note 6)	369,463	-	546,820	916,283	881,972
	Support costs (note 7)	567,406	152,406	286,872	1,006,684	975,165
	Governance costs (note 8)	-	-	32,146	32,146	26,610
		<hr/>	<hr/>	<hr/>	<hr/>	<hr/>
		957,109	152,406	868,161	1,977,676	1,906,440
		<hr/>	<hr/>	<hr/>	<hr/>	<hr/>

Of the total expenditure of £1,977,676 (2023: £1,906,440), £1,609,323 (2023: £1,294,067) is allocated to unrestricted funds and £368,353 (2023: £612,373) is allocated to restricted funds.

6	Direct costs		2024	2023
			£	£
	Other direct costs comprise:			
	Unrestricted funds			
	Project advisers, staff travel and other expenses		68,592	47,139
	Production of publications and other project expenditure		238,755	148,194
			<hr/>	<hr/>
			307,347	195,333
	Restricted funds			
			239,473	305,698
			<hr/>	<hr/>
			546,820	501,031
			<hr/>	<hr/>

7	Support costs		2024	2023
			£	£
	Premises and related costs		75,951	78,398
	Stationery, postage, telephone and related costs		15,843	17,771
	Other costs		195,078	190,827
			<hr/>	<hr/>
			286,872	286,996
			<hr/>	<hr/>

Other costs of £195,078 (2023: £190,827) comprise expenditure relating to computer maintenance, repairs and renewals, other premises expenses, staff support costs, accountancy support, bank and related charges incurred during the year.

8	Governance costs		2024	2023
			£	£
	Legal and professional fees		8,896	15,838
	Audit fees		16,075	9,025
	Board of Trustees' and Members' of Committee expenses		7,175	1,747
			<hr/>	<hr/>
			32,146	26,610
			<hr/>	<hr/>

CHRISTIAN EDUCATION MOVEMENT
(A company limited by guarantee)

NOTES TO THE ACCOUNTS (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2024

9 Trustees

None of the Trustees (or any persons connected with them) received any remuneration during the year. Five of the trustees were reimbursed travelling expenses. The total value of expenses reimbursed in 2024 was £2,381 (2023: Seven of the trustees were reimbursed £1,747).

10 Employees

Number of employees

The average monthly number of employees during the year was:

	2024	2023
	Number	Number
Chief Executive	1	1
PA to Chief Executive	1	1
Business Development Director	1	1
Advisers	6	7
Publications & Marketing	7	7
Support staff	6	6
	<hr/>	<hr/>
	22	23
	<hr/>	<hr/>

Employment costs

	2024	2023
	£	£
Wages and salaries	792,280	752,370
Social security costs	68,900	74,158
Other pension costs	95,929	109,993
	<hr/>	<hr/>
	957,109	936,521
	<hr/>	<hr/>

One employee received employee benefits (excluding employer pension contribution) in the banding of £60,000 to £70,000 (2023: One).

The trustees consider its key management personnel comprise the management team. The total employment benefits including employer pension contributions and employer national insurance contributions of the key management personnel were £175,209 (2023: £170,268).

11 Taxation

The charity's activities during the year were in accordance with its charitable objects and no corporation tax liability arises.

12 Transfers

Investment gains of £40,679 arose on The Development Fund, being the Charity's expendable endowment. These amounts were then transferred to unrestricted funds. An amount of £143,812 being the balance on the restricted Small Grants Fund was transferred to unrestricted, following the changes made to the Charity's endowment policy. No transfers were made in 2023.

CHRISTIAN EDUCATION MOVEMENT
(A company limited by guarantee)

NOTES TO THE ACCOUNTS (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2024

13a Intangible fixed assets

	Software £	Total £
Cost		
At 1 September 2023	415,624	415,624
Additions		
	_____	_____
At 31 August 2024	415,624	415,624
Amortisation		
At 1 September 2023	138,542	138,542
Charge for the year	138,542	138,542
	_____	_____
At 31 August 2024	277,084	277,084
Net book value		
At 31 August 2024	138,540	138,540
	=====	=====
At 31 August 2023	277,082	277,082
	=====	=====

13b Tangible fixed assets

	Office equipment £	Fixtures & fittings £	Total £
Cost			
At 1 September 2023	53,239	115,440	168,679
Additions	4,504	-	4,504
Disposals	(608)	(98,598)	(99,206)
	_____	_____	_____
At 31 August 2024	57,135	16,842	73,977
Depreciation			
At 1 September 2023	50,141	84,814	134,955
Charge for the year	3,142	10,722	13,864
Eliminated on disposals	(608)	(80,461)	(81,069)
	_____	_____	_____
At 31 August 2024	52,675	15,075	67,750
Net book value			
At 31 August 2024	4,460	1,767	6,227
	=====	=====	=====
At 31 August 2023	3,098	30,626	33,724
	=====	=====	=====

CHRISTIAN EDUCATION MOVEMENT
(A company limited by guarantee)

NOTES TO THE ACCOUNTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2024

14 Fixed asset investments

	CCLA Investment Funds £	CCLA Deposit Funds £	Total £
Market value at 1 September 2023	635,533	733	636,266
Additions at cost	-	3,700	3,700
Disposal Proceeds	-	(205,000)	(205,000)
Transfers between funds	(205,000)	205,000	-
Change in value in the year	41,180	-	41,180
	<u>471,713</u>	<u>4,433</u>	<u>476,146</u>
Market value at 31 August 2024	471,713	4,433	476,146
Historical cost:			
At 31 August 2024	<u>317,595</u>	<u>4,433</u>	<u>322,028</u>
At 31 August 2023	<u>466,527</u>	<u>729</u>	<u>467,256</u>

15 Stocks

	2024 £	2023 £
Stocks of publications for resale	113,409	80,034
	<u>113,409</u>	<u>80,034</u>

16 Debtors: amounts falling due within one year

	2024 £	2023 £
Trade debtors	97,987	109,888
Other debtors	17,432	10,637
Prepayments and accrued income	39,641	27,407
	<u>155,060</u>	<u>147,932</u>

Debtors: amounts falling due after one year

	2024 £	2023 £
Other debtors	<u>2,816</u>	<u>12,084</u>

CHRISTIAN EDUCATION MOVEMENT
(A company limited by guarantee)

NOTES TO THE ACCOUNTS (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2024

17	Creditors: amounts falling due within one year	2024	2023
		£	£
	Trade creditors	84,896	104,988
	Taxes and social security costs	19,514	19,661
	Other creditors	19,885	6,906
	Accruals	66,530	94,390
	Deferred income	331,685	245,275
	Bank Loans and Overdrafts	10,000	10,000
		<hr/>	<hr/>
		532,510	481,220
		<hr/>	<hr/>
	Creditors: amounts falling due after more than one year	2024	2023
		£	£
	Bank Loans and Overdrafts	7,500	17,500
		<hr/>	<hr/>

The bank loan represents the capital amount repayable for a Coronavirus Bounceback Loan. This facility is provided by Lloyds Bank and supported by the Bounceback Loan Scheme (BBLs), which is managed by the British Business Bank and supported by the UK Government. The loan is repayable over 72 months, with no interest payable and no repayments due for the first 12 months. Thereafter interest is chargeable at 2.5% per annum. A minimum of £2,000 can be repaid at any time during the term with no penalty.

Deferred income movement	2024
	£
Balance at 1 September 2023	245,275
Incoming resources deferred in the current year	331,685
Less: amounts released	(245,275)
	<hr/>
Balance at 31 August 2024	331,685
	<hr/>

Deferred income represents membership fees of £321,753, subscriptions of £1,595 received in advance, and training/consultancy fees of £8,337 billed in advance.

18 Pension costs

Teachers' Pension Scheme

Some of the employees of the charity belong to the Teachers' Pension Scheme for England and Wales. This scheme is a multi-employer defined benefit scheme. The latest actuarial valuation of the TPS related to the period ended 31 March 2020.

An amount of £4,850 was outstanding at the end of the financial year, which was due and subsequently paid in September 2024.

The Teachers' Pension Scheme (TPS) is a statutory, contributory, defined benefit scheme, governed by the Teachers' Pension Scheme Regulations 2014. Membership is automatic for full time teachers and lecturers and part time teachers and lecturers following appointment or a change of contract. All teachers and lecturers have the option to opt-out of the TPS following enrolment.

The TPS is an unfunded scheme to which both the member and employer makes contributions, as a percentage of salary - these contributions are credited to the Exchequer. Retirement and other pension benefits are paid by public funds provided by Parliament.

NOTES TO THE ACCOUNTS (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2024

18 Pension costs: continued

Valuation of the Teachers' Pension Scheme

The Government Actuary, using normal actuarial principles, conducts a formal actuarial review of the TPS in accordance with the Public Service Pensions (Valuations and Employer Cost Cap) Directions 2014 published by HM Treasury every 4 years. The aim of the review is to specify the level of future contributions. Actuarial scheme valuations are dependent on assumptions about the value of future costs, design of benefits and many other factors. The latest actuarial valuation of the TPS was carried out as at 31 March 2020. The valuation report was published by the Department for Education on 27 October 2023. The key elements of the valuation and subsequent consultation are:

- employer contribution rates set at 28.68% of pensionable pay (including a 0.08% administration levy) from 1st April 2024 (contribution rate to 31st March 2024 is set at 23.68% of pensionable pay, as set by the 31st March 2019 valuation).
- total scheme liabilities (pensions currently in payment and the estimated cost of future benefits) for service to the effective date of £262,000 million and notional assets (estimated future contributions together with the notional investments held at the valuation date) of £222,200 million, giving a notional past service deficit of £39,800 million
- the SCAPE rate, set by HMT, is used to determine the notional investment return. The current SCAPE rate is 1.7% above the rate of CPI.

A copy of the latest valuation report can be found by on the Teachers' Pension website at <https://www.teacherspensions.co.uk/news/employers/2019/04/valuation-report-release.aspx>

The employer's pension costs paid to TPS in the year amounted to £43,408 (2023 £50,658).

Under the definitions set out in FRS 102, the TPS is an unfunded multi-employer pension scheme. The charity has accounted for its contributions to the scheme as if it were a defined contribution scheme. The charity has set out above the information available on the scheme.

Defined Contribution Pension Scheme

CEM also participated in a defined contribution pension scheme. CEM contributed £52,521 (2023: £59,335) in the year in respect of 18 employees (2023:18).

19 Liability of members

Christian Education Movement is constituted as a company limited by guarantee. In the event of the charity being wound up members are required to contribute an amount not exceeding £1.

CHRISTIAN EDUCATION MOVEMENT
(A company limited by guarantee)

NOTES TO THE ACCOUNTS (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2024

20 Endowment funds

Current year 2024

Expendable endowments	Balance at 1 Sep 2023	Movement in funds				Balance at 31 Aug 2024
		Incoming resources	Resources Expended	Transfers	Investments gains/losses	
	£	£	£	£	£	£
CE New Endowment Fund	308,683	-	-	(308,683)	-	-
CE Church Building Fund	38,850	-	-	(38,850)	-	-
The Development Fund	-	-	-	306,854	40,679	347,533
	=====	=====	=====	=====	=====	=====
	347,533	-	-	(40,679)	40,679	347,533
	=====	=====	=====	=====	=====	=====

Prior year 2023

Expendable endowments	Balance at 1 Sep 2022	Movement in funds				Balance at 31 Aug 2023
		Incoming resources	Resources Expended	Transfers	Investments gains/losses	
	£	£	£	£	£	£
CE New Endowment Fund	308,683	-	-	-	-	308,683
CE Church Building Fund	38,850	-	-	-	-	38,850
	=====	=====	=====	=====	=====	=====
	347,533	-	-	-	-	347,533
	=====	=====	=====	=====	=====	=====

The special trust funds comprise monies for which the charity has a responsibility in a Trustee capacity. On 1 September 2002, in accordance with the terms of a Scheme approved by the Charity Commission, the Trusteeship of the funds was transferred from National Christian Education Council to Christian Education Movement. The CE New Endowment fund was established to generate income to be applied specifically towards making small grants to young people, from churches, towards residential courses, conferences and holidays. Income generated by the fund was credited directly to the restricted income fund entitled the "Small Grants Fund". The Christian Education Church Building Fund (formerly known as the Centenary Loan Fund) comprised capital monies to be applied in making interest free loans to churches in membership of the charity to enable them to support the improvement of accommodation for children's and youth work. This Fund longer functioned as a membership organisation due to the changes in the Charity's work.

In 2023 the Board of Trustees, in consultation with the Charity Commission, merged the two existing funds to form an expendable endowment named "The Development Fund". Income from the fund is now credited to unrestricted for general use by the Charity. Investment gains from the funds are initially credited to the fund and then transferred to unrestricted for the general purposes of the charity, whilst maintaining the value of the original endowment.

CHRISTIAN EDUCATION MOVEMENT
(A company limited by guarantee)

NOTES TO THE ACCOUNTS (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2024

21 Restricted funds

Current year 2024

The income funds of the charity include restricted funds comprising the following unexpended balances of donations and grants held on for specific purposes:

	Movement in funds					
	Balance at 1 Sep 2023	Incoming resources	Resources Expended	Transfers	Investments gains/losses	Balance at 31 Aug 2024
	£	£	£	£	£	£
NEW2RE - Early Career Development						
NEW2RE	30,068	26,136	(19,476)	-	-	36,728
ITE Conferences (JT)	8,157	-	(6,255)	-	-	1,902
Regional Infrastructure Project						
REHUBS	36,357	141,500	(152,641)	-	-	25,216
Other Funds						
Spirited Arts (Westhill)	1,909	6,433	(2,820)	-	-	5,522
IBRA International Fund	18,260	8,045	(17,909)	-	-	8,396
Small Grants Fund	157,762	-	(13,950)	(143,812)	-	-
Understanding / picturing Islam	151,020	-	(70,497)	-	-	80,523
Understanding Unbelief	2,282	19,950	(9,533)	-	-	12,699
Understanding Christianity	112,721	-	(27,276)	-	-	85,445
NATRE Leadership Fund (CSTG)	8,176	2,500	(3,406)	-	-	7,270
Primary 1000	16,809	-	(364)	-	-	16,445
RE Awareness	5,750	-	-	-	-	5,750
NATRE Chair	2,077	4,653	(4,251)	-	-	2,479
RE Plus Environment	1,678	-	-	-	-	1,678
UC Development	45,019	-	(39,975)	-	-	5,044
	<u>598,045</u>	<u>209,217</u>	<u>(368,353)</u>	<u>(143,812)</u>	<u>-</u>	<u>295,097</u>

CHRISTIAN EDUCATION MOVEMENT
(A company limited by guarantee)

NOTES TO THE ACCOUNTS (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2024

21 Restricted funds (continued)

Prior year 2023

The income funds of the charity include restricted funds comprising the following unexpended balances of donations and grants held on for specific purposes:

	Movement in funds					
	Balance at 1 Sep 2022	Incoming resources	Resources Expended	Transfers	Investments gains/losses	Balance at 31 Aug 2023
	£	£	£	£		£
NEW2RE - Early Career Development						
NEW2RE	65,272	-	(35,204)	-	-	30,068
ITE Conferences	6,782	7,500	(6,125)	-	-	8,157
Regional Infrastructure Project						
REHUBS	66,706	110,100	(140,449)	-	-	36,357
Other Funds						
Spirited Arts	4,042	2,000	(4,133)	-	-	1,909
IBRA International Fund	26,048	7,640	(15,428)	-	-	18,260
Small Grants Fund	141,011	18,105	(1,354)	-	-	157,762
Understanding / picturing Islam	177,970	-	(26,950)	-	-	151,020
Understanding Unbelief	(1,125)	9,974	(6,567)	-	-	2,282
Understanding Christianity	174,799	100,000	(162,078)	-	-	112,721
NATRE Leadership Fund (CSTG)	9,113	1,000	(1,937)	-	-	8,176
BQiC (Templeton)	80,170	34,960	(115,130)	-	-	-
Primary 1000	25,809	-	(9,000)	-	-	16,809
RE Awareness	9,250	-	(3,500)	-	-	5,750
NATRE Chair	2,837	4,000	(4,760)	-	-	2,077
RE Plus Environment	2,500	3,955	(4,777)	-	-	1,678
UC Development	-	120,000	(74,981)	-	-	45,019
	<u>791,184</u>	<u>419,234</u>	<u>(612,373)</u>	<u>-</u>	<u>-</u>	<u>598,045</u>

NOTES TO THE ACCOUNTS (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2024

21 Restricted funds (continued)

NEW2RE - Early Career Development is a project which has been designed to support 'Early Careers Teachers' secondary RE teachers to deepen their subject knowledge and teach six religions and other world views with confidence – it is a two year programme which will be delivered through NATRE membership – making it available to all.

ITE – Jerusalem Trust – six regional conferences delivered by working in partnership with lecturers on PGCE RE courses and by brokering with other partners to inspire new entrants to the RE teaching profession through inter-varsity day conferences.

RE Hubs – This was formerly the 'Regional Infrastructure Project' with the website www.re-hubs.uk and launched in 2022. We have restructured this to be focused on being 9 Regional Hubs in England and 1 Hub in Wales that is led by a RE Hub Lead recruited for their specific knowledge and experience in supporting RE / RVE in their local region. The key focus is to provide an information exchange hub for those who have services, resources, training, and visits to benefit schools with those teachers who are looking to increase their teaching provision. This is led by Claire Clinton, Lead Director for England and Wales RE Hubs on behalf of the Steering Group which is made up of representatives from: REC, NATRE, AULRE, ARIEAC, TRS, NASACRE and CSTG (funder) and is managed on a day-to-day basis by Claire Clinton and RE Today.

NATRE Leadership is funding to support teachers in fulfilling their roles in RE leadership beyond the classroom.

Spirited Arts - funds to help invest in promoting the competition and embed the project in schools. It is a unique opportunity for teachers to enable their pupils to express their own religious and spiritual insights through Art, Music and Poetry. Some of the funding has been used to promote the competition nationally through celebrating the winners of the competition and highlight their fantastic entries.

The **IBRA International Fund** receives voluntary giving from individual IBRA readers to provide grants that enable the IBRA International Partners to translate and produce resources to support their local readers.

The **Small Grants Fund** previously comprised income earned from endowment fund assets and applied towards making small grants to young people from churches. The provision of needing to be in membership of the charity has been removed. The fund supported attendance at residential courses, conferences, and holidays for young people. Following the reorganisation of the Charity's endowments, the balance of this fund has been released to unrestricted for use in pursuit of the general aims of the Charity. It still supports applications received if they fit the original criteria.

Understanding Islam / Picturing Islam will be the second classroom resource in the 'Understanding...' Series. The aim is to transform teaching and learning about Islam in schools in England and Wales, within the safe confines of the RE classroom. It is not simplistic, limiting pupils' learning and misconceptions of Islam, but representative of the diversity of those who follow the Muslim path in the UK today.

Understanding Christianity and UC Development – this funding to enable all schools to access UC through the development of an online learning platform. It is now being used to teach Christianity in CofE schools and community schools: both school types are acknowledging this as a valuable RE resource that has impacted beyond the RE classroom. The UC online learning course has 6 modules which is equivalent to the 15 hours in-person training and has been designed to provide the same learning experience, but at the convenience of the learner.

Understanding Unbelief – Kent University (Templeton funding) the aim is to research and map the population of 'unbelievers' beyond atheism, allowing for a variety of configurations of 'unbelief', exploring what people believe *in* not just what they don't believe in.

CHRISTIAN EDUCATION MOVEMENT
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NOTES TO THE ACCOUNTS (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2024

21 Restricted funds (continued)

BQiC – Templeton - Explores ways in which teachers of RE in primary and secondary schools can be encouraged to consider and address multidisciplinary approaches to big questions in RE classrooms. This has been through publications and online resources, and training for teachers.

Primary 1000 - NATRE – ‘The Better RE’ 1,000 Primary project is a NATRE project to support 1000 Primary schools. It worked with NATRE exec, Advisers and teachers who refer hard-to-reach schools and provide them with resources and practical solutions, helping them to see improvement swiftly and be able to sustain this in the years to come. This project was completed in September 2024 with the last of three RE Roadshows led by Lat Blaylock in Leeds, Birmingham and Reading.

RE Awareness – the research, design and development of a course focussed on headteachers, governors and senior leaders who are responsible for the teaching of RE.

NATRE Chair – this is funding to enable the Chair of NATRE to fulfil their role in RE leadership beyond the classroom.

RE Plus Environment – the resource pack ‘God’s Good Earth’ has been developed for the RE classroom for teaching about the environment and is being delivered as a downloadable resource, which is freely available.

22 Unrestricted funds

Current year 2024

	Movement in funds					
	Balance at 1 Sep 2023 £	Incoming resources £	Resources expended £	Transfers £	Investments gains/losses £	Balance at 31 Aug 2024 £
Designated funds						
Fixed asset fund	310,806	-	(152,406)	(13,633)	-	144,767
	<u> </u>	<u> </u>	<u> </u>	<u> </u>	<u> </u>	<u> </u>
General fund	(403,063)	1,328,734	(1,456,917)	198,124	501	(332,621)
	<u> </u>	<u> </u>	<u> </u>	<u> </u>	<u> </u>	<u> </u>
Total	(92,257)	1,328,734	(1,609,323)	184,491	501	(187,854)
	<u> </u>	<u> </u>	<u> </u>	<u> </u>	<u> </u>	<u> </u>

Fixed Asset Fund comprises the net book value of all tangible fixed assets with the exception of any which have restrictions imposed on them.

CHRISTIAN EDUCATION MOVEMENT
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NOTES TO THE ACCOUNTS (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2024

22 Unrestricted funds (continued)

Prior year 2023

	Movement in funds					Balance at 31 Aug 2023 £
	Balance at 1 Sep 2022 £	Incoming resources £	Resources expended £	Transfers £	Investments gains/losses £	
Designated funds						
Fixed asset fund	346,947	-	(152,959)	116,818	-	310,806
	<u> </u>	<u> </u>	<u> </u>	<u> </u>	<u> </u>	<u> </u>
General fund	(357,011)	1,223,272	(1,141,108)	(116,818)	(11,398)	(403,063)
	<u> </u>	<u> </u>	<u> </u>	<u> </u>	<u> </u>	<u> </u>
Total	(10,064)	1,223,272	(1,294,067)	-	(11,398)	(92,257)
	<u> </u>	<u> </u>	<u> </u>	<u> </u>	<u> </u>	<u> </u>

23 Analysis of net assets between funds

Current year 2024

	Unrestricted funds £	Restricted funds £	Endowment funds £	Total £
Fund balances at 31 August 2024 are represented by:				
Tangible fixed assets	144,767	-	-	144,767
Investments	128,613	-	347,533	476,146
Current assets	78,776	295,097	-	373,873
Creditors: amounts falling due within one year	(532,510)	-	-	(532,510)
Creditors: amounts falling due more than one year	(7,500)	-	-	(7,500)
	<u> </u>	<u> </u>	<u> </u>	<u> </u>
	(187,854)	295,097	347,533	454,776
	<u> </u>	<u> </u>	<u> </u>	<u> </u>

Prior year 2023

	Unrestricted funds £	Restricted funds £	Endowment funds £	Total £
Fund balances at 31 August 2023 are represented by:				
Tangible fixed assets	310,806	-	-	310,806
Investments	288,733	-	347,533	636,266
Current assets	(193,076)	598,045	-	404,969
Creditors: amounts falling due within one year	(481,220)	-	-	(481,220)
Creditors: amounts falling due more than one year	(17,500)	-	-	(17,500)
	<u> </u>	<u> </u>	<u> </u>	<u> </u>
	(92,257)	598,045	347,533	853,321
	<u> </u>	<u> </u>	<u> </u>	<u> </u>

CHRISTIAN EDUCATION MOVEMENT
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NOTES TO THE ACCOUNTS (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2024

24 Commitments under operating leases

At 31 August 2024 the company had minimum lease payments under non-cancellable operating leases as follows:

	2024	2023
	£	£
Expiry date:		
Within one year	30,408	42,500
Within one to two years	33,792	40,288
Between two and five years	-	-
	<u>64,200</u>	<u>82,788</u>

In August 2024 the charity negotiated an exit from its existing rental lease agreement for 5/6 Imperial Court 12 Sovereign Road B30 3FH. The operating leases in existence at the date of the balance sheet date represent the minimum rental term at the charity's new operating address.

25 Related parties

All Trustees are entitled to a complimentary NATRE membership. Trustee expenses are disclosed in Note 9.

Up until 10th October 2023, one Trustee (now resigned) was also a director of SPCK Limited (formerly Lion Hudson), which supplies publications. The expenditure incurred with SPCK Limited in the year was £36,184 (2023 - £13,639). The amount outstanding in creditors with SPCK Limited at the end of the year was £17,988 (2023 - £nil).

One Trustee is a Trustee of The All Saints Educational Trust, which provides grant funding for various projects. The funding received from The All Saints Educational Trust in the year was £18,700 (2023 - £nil). The amount outstanding in debtors with The All Saints Educational Trust at the end of the year was £nil (2023 - £nil).

26 Analysis of changes in net debt

	2023	Cash	2024
	£	Flows	£
		£	
Borrowings	(27,500)	10,000	(17,500)
	<u>(27,500)</u>	<u>10,000</u>	<u>(17,500)</u>
Total Liabilities	(27,500)	10,000	(17,500)
	<u>(27,500)</u>	<u>10,000</u>	<u>(17,500)</u>
Cash and cash equivalents	164,919	(62,331)	102,588
	<u>164,919</u>	<u>(62,331)</u>	<u>102,588</u>
Total net debt	137,419	(52,331)	85,088
	<u>137,419</u>	<u>(52,331)</u>	<u>85,088</u>










CEM 2024 - 31 Aug 2024 (V20250307)

Final Audit Report

2025-03-27

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-  Document created by Lorraine Williams (lwilliams@christianeducation.org.uk)
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2025-03-21 - 10:39:09 AM GMT
-  Document e-signed by Pamela Draycott (pamela.draycott@gmail.com)
Signature Date: 2025-03-21 - 10:40:45 AM GMT - Time Source: server
-  Signer glenb@cooperparry.com entered name at signing as Cooper Parry Group Limited
2025-03-27 - 9:15:23 AM GMT
-  Document e-signed by Cooper Parry Group Limited (glenb@cooperparry.com)
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CHRISTIAN EDUCATION MOVEMENT
(A company limited by guarantee)

ANNUAL REPORT AND FINANCIAL STATEMENTS

31 AUGUST 2024

Company number: 04192501
Charity number: 1086990

CHRISTIAN EDUCATION MOVEMENT
(A company limited by guarantee)

LEGAL AND ADMINISTRATIVE INFORMATION

Trustees	Mr Stephen Botham Mrs Jane Chipperton (resigned 07/03/2024) Mrs Carole Gallant Mrs Pamela Draycott (Chair) Mr Philip Leivers Ms Susan Leslie (Vice-Chair) Mr Norman Richardson (resigned 12/10/2023) Mrs Suzanne Wilson-Higgins (resigned 12/10/2023) Mr Derek Holloway Mrs Caroline L'Estrange Mr David Legrand Rev Andrew Haviland (appointed 18/10/2024)
Secretary	Ms Zoë Keens
Charity Number	1086990
Company Number	04192501
Principal Address	Suite 5-6 1 Devon Way Birmingham B31 2TS
Websites	www.christianeducation.org.uk www.retoday.org.uk www.natre.org.uk www.ibraglobal.org www.understandingchristianity.org.uk We also work closely with: www.rootsontheweb.com
Auditors	Cooper Parry Group Limited Cubo Birmingham, 3 rd Floor Two Chamberlain Square Birmingham B3 3AX
Bankers	Lloyds Bank plc 43 Irongate Derby DE1 3FT
Solicitors	Pothecary Witham Weld 70 St Georges Square London SW1V 3RD Veale Wasborough Vizards Barnards Inn 86 Fetter Lane London EC4A 1AD Anthony Collins Solicitors LLP 134 Edmund Street Birmingham B3 2ES

CHRISTIAN EDUCATION MOVEMENT
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CHRISTIAN EDUCATION MOVEMENT
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TRUSTEES' REPORT

Year ended 31 August 2024

The members of the Board of Trustees present their report together with the financial statements of Christian Education Movement for the year ended 31 August 2024. The report has been prepared in accordance with the Charities Act 2011 and constitutes a directors' report for the purposes of company legislation.

The financial statements have been prepared in accordance with the accounting policies set out on pages 18 to 19 of the attached financial statements and comply with the charitable company's memorandum and articles of association, applicable laws and the requirements of the Statement of Recommended Practice on "Accounting and Reporting by Charities" (FRS 102) issued in 2019.

Structure, governance and management

Christian Education (CE), as the charity is generally known, is a company limited by guarantee (Company Registration No. 04192501 England and Wales) with the formal title of Christian Education Movement. It was incorporated on 2 April 2001 and was registered as a charity on 12 June 2001 (Charity Registration No. 1086990). In the event of the charity being wound up Trustees are required to contribute an amount not exceeding £1.

The conduct of its work is governed by a Memorandum and Articles of Association. The charity brings together different traditions of service, one dating from 1803 when the National Sunday School Union was founded, IBRA which was founded in 1882 and another, which comes via the Student Christian Movement in Schools, from 1892.

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

Mr Stephen Botham
Mrs Jane Chipperton (resigned 07/03/2024)
Mrs Carole Gallant
Mrs Pamela Draycott (Chair)
Mr Philip Leivers
Ms Susan Leslie (Vice-Chair)
Mr Norman Richardson (resigned 12/10/2023)
Mrs Suzanne Wilson-Higgins (resigned 12/10/2023)
Mr Derek Holloway
Mrs Caroline L'Estrange
Mr David Legrand
Rev Andrew Haviland (appointed 18/10/2024)

The Board of Trustees are directors of the charitable company for the purposes of company legislation and Trustees for the purposes of charity legislation. The Board appoints the Chair and Vice-Chair of Christian Education.

The Board is ultimately responsible for the charity and meets on a regular basis (five times in 2023-24), three virtual meetings and one residential meeting to review developments and make decisions including approving the Annual Plan with its budget. The Board has appointed the Chair and Vice Chair as the Business Planning Group (BPG) to work on a 'between meetings' basis with the Chief Executive. The charity sponsors the daily operation of the National Association of Teachers of Religious Education (NATRE) which is separately constituted and led by its own elected Executive.

The Chief Executive is responsible for the day-to-day management of the charity and its work and reports to the Board on a formal basis at meetings, as well as informally between meetings. All members of staff, some of whom are based in the charity's offices in Birmingham, and some of whom work remotely from their own homes, are accountable to the Chief Executive.

The Business Planning Group takes responsibility for processing nominations of Trustees. The charity from time to time makes personal approaches on recommendation to potential Board members. Candidates for service are considered from amongst those working with the charity in other capacities, those whom Trustees and staff encounter in their engagements with the Religious Education, Christian publishing communities and those responding to our recruitment notices.

Trustees are often co-opted to the Board initially and after formal agreement, new Trustees are provided with information outlining charity policy, strategy and working practices, and each makes a declaration of their eligibility to serve under current legislation. This set of guidance notes for all Trustees is updated periodically as new statements of policy etc. are agreed by the Board. All trustees are encouraged to attend appropriate training courses and to seek membership of relevant professional bodies.

CHRISTIAN EDUCATION MOVEMENT
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TRUSTEES' REPORT

Year ended 31 August 2024

Working Relationships

Throughout the period the charity has had a close working relationship with several organisations including:

- **Culham St Gabriel's (CSTG)**
RE Today and NATRE have been identified as key suppliers by CSTG and the team work actively to establish ways in which to strengthen and support the whole of the RE community.
- **ROOTS for Churches**
Christian Education is a partner in a separate charitable company, ROOTS for Churches Limited. Christian Education's Chief Executive serves as a Director of ROOTS for Churches Limited. Every two months ROOTS publish two magazines: one for leaders of activities for children and young people, the other for worship leaders.
- **Religious Education Council**
Christian Education and NATRE are individually members of the Religious Council in England and Wales (REC). This is the coalition of professional and faith bodies, RE agencies, Trusts and Foundations with an interest in Religious Education. Every few years one of the Department for Education ministers addresses the Council, which meets at least twice a year.
- **RE Policy Unit**
RE Today, NATRE and REC work in partnership as the RE Policy Unit. We work together to promote the value of religious education, to ensure that its importance is recognised by all schools, policy makers and the media.
- **Council for Subject Associations – CfSA**
NATRE is a member of the CfSA and is represented by Zoë Keens as a Board member, and Katie Freeman (Chair – NATRE). CfSA is an umbrella organisation, independent of Government, which represents subject associations. Members of the CfSA benefit from the power of a unified voice, representing Subject Associations in informing educators, policy makers and media about research and professional practice informed approaches to the curriculum, pedagogy, teacher training and professional development.
- **RE Hubs**
The RE Hubs project is dedicated to supporting Religious Education (RE), Religion, Values and Ethics (RVE) and Religion & Worldviews (R&W) teachers and practitioners in the UK. Our mission is to connect those who can provide resources with those who need them. We aim to create a neutral platform that brings all stakeholders together, filling the knowledge gap and equipping everyone within the RE/RVE/R&W ecosystem. The key focus is to provide an information exchange hub www.re-hubs.uk for those who have services, resources, training and visits to benefit schools with those teachers who are looking to increase their teaching provision. The regions reflect the DfE's delineation and Wales. Each region is led by a RE Hub Lead recruited for their specific knowledge and experience in supporting RE/RVE in their local region. This project is led by Claire Clinton, Lead Director for England and Wales RE Hubs on behalf of the Steering Group which is made up of representatives from: REC, NATRE, AULRE, ARIEAC, TRS, NASACRE and CSTG (funder) and is supported on a day-to-day basis by RE Today.

Risk management

The Trustees have a Risk Policy which is reviewed annually in January and the Risk Register which is reviewed on a continual basis to assess the major risks to which the charity is exposed. These relate to five key areas: Governance and Management, Operational, Financial, Environmental – external / internal and Compliance.

The Trustees believe that by monitoring reserve levels, by ensuring controls exist over key financial systems, and by examining the governance, operational and business risks faced by the charity effective systems have been put in place to mitigate the risks.

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TRUSTEES' REPORT

Year ended 31 August 2024

Objectives and aims

The Object of the charity is to advance education by promoting lifelong learning in religion and faith for all, as a positive contribution to the wellbeing of society.

The Trustees confirm that they have looked at Charity Commission guidance when setting the Objectives for the charity. The Trustee Board has considered the general guidance on public benefit and to its supplementary guidance on:

"The advancement of education; the advancement of religion; the advancement of human rights, conflict resolution or reconciliation of the promotion of religious or racial harmony or equality or diversity."

Christian Education Movement serves a wide range of people, individuals in their personal faith and those working in education. CE / RE Today provides support, training, research, and curriculum development. In turn our clients, customers and partners contribute ideas and support to the breadth of the work undertaken by CE.

In its work with Religious Education in schools, the charity is committed to an equally representative, ecumenical, and multi-faith / non-religious worldviews approach. The flagship service for those working in the field of Religious Education in schools is the termly magazine *REtoday* and the termly books for primary and secondary teachers – these publications are the foundation that all NATRE membership packages are built on. CE / RE Today work collaboratively with NATRE to support all RE practitioners.

Our core purpose as an organisation is to be a platform and foundation for equipping, supporting, and resourcing human flourishing across the globe through the development and provision of first-class Religious Education services, materials, guidance, and leadership.

RE Today Services

A team of six RE Advisers focus their work on the professional development of teachers and are commissioned to advise schools, local authorities, SACREs, dioceses and others. The Advisers are all writers and editors for the charity's RE publications programme, enabling the maximisation of small resources for the benefit of a large percentage of the school population.

During 2023-24 RE Today and NATRE have continued working collaboratively with the REC and with the independently funded RE Policy Unit. It has been deemed a significant success with the breadth of project work that has included multiple media initiatives and approaches to government and the DfE. Other Trustees and staff serve on the governance of the REC.

NATRE

The charity sponsors the subject teachers' association, the National Association of Teachers of Religious Education (NATRE), providing management services of administration and membership management alongside sales and marketing.

NATRE is a separately constituted organisation that runs autonomously with support provided by working in partnership with CE and RE Today Services. CE works collaboratively with, and takes direction from, the NATRE steering group to achieve the agreed aims. This is a mutually beneficial partnership that facilitates and enables teachers to have access to excellent knowledge and high-quality resources and advice.

NATRE supports a programme of projects, led by their steering group and executive and with professional service provision by RE Today. NATRE is consulted by the Department for Education, Ofsted, and other agencies, so that they can hear the voice of teachers of RE. NATRE is a member of the Council for Subject Associations (CfSA).

British Journal of Religious Education (BJRE)

CE wholly owns and publishes original research papers in the British Journal of Religious Education (BJRE) published under contract by the academic journal specialist Taylor & Francis. BJRE publishes original research papers in print and digitally.

The Editorial Board meets annually but is active throughout the year developing opportunities to further the reach, and therefore the benefits, to Academics, Initial Teacher Training (ITT's), students, and teachers. It draws on thoughts and opinions from the International Advisory Board, with a membership of Academics from Universities from across the world.

CHRISTIAN EDUCATION MOVEMENT
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TRUSTEES' REPORT

Year ended 31 August 2024

Christian Education

CEM supports spiritual and faith development undertaken in the Christian community, especially through the provision of IBRA Bible reading notes and reading lists and through our support for 'ROOTS for Churches'.

CEM is a member of Churches Together in Britain and Ireland (CTBI). Christian Education is a Body in Association with CTBI and 'Churches Together in England' (CTE).

International Bible Reading Association (IBRA)

'Fresh from The Word 2024' (FFTW), the single annual publication, has sold consistently well although our readership is diminishing. David Painting is the editor, and the foreword was written by Hon. Fiame Naomi Mata'afa, the Samoan Prime Minister.

Our UK readers have donated to our IBRA International Fund which assists international partner organisations in making versions of our Bible reading notes available in Africa, India, and the Pacific.

The IBRA website provides accessibility to the daily readings within 'Fresh from The Word' and encourage readers / visitors to engage with our international community, supported by daily updates on the Facebook pages and Twitter account.

Achievements and performance

The following agreed objectives have been continued in 2023-24

- A. To develop best practice in teaching and learning in Religious Education in schools by the provision of pioneering support services and consultancy
- B. To become more visible in the field as a lead religious education services provider, including the sponsorship and business development of the National Association of Teachers of Religious Education
- C. To encourage Christians to explore and articulate their own beliefs and values
- D. To build partnerships with other agencies engaged in the spiritual, moral, social, and cultural dimensions of education and learning, including with those working in higher education
- E. To monitor expenditure ensuring cost effectiveness, to maintain income levels in our various business streams and grow new income streams through strategic business development, that will be mutually beneficial to the organisation and community it serves. This will be achieved through the appropriate investment in training, systems, operations, and communications.

A. To develop best practice in teaching and learning in Religious Education in schools by the provision of pioneering support services and consultancy

Our remarkable team of schools RE Advisers have continued to work with tremendous dedication and commitment to engage and fulfil unique development and project work. It has been a year of change with Lat Blaylock retiring in December 2024 and Fiona Moss leaving to pursue new opportunities at CSTG in August 2024. We are delighted to have welcomed Debbie Yeomans and Julie Childs to the team, both expert Primary practitioners in September 2024. They have continued to work incredibly hard to meet the needs of schools, through our unique research and thought leadership.

During the last 12 months we fully launched the Primary RE Curriculum, which is the charity's first adaptable classroom ready resource, and in the first 12 months over 1000 schools have brought this new resource through the NATRE Schools Enhanced Primary membership. This is a complete provision and is being developed into a stand-alone product – it works with the Model Agreed Syllabus B, and can support our other Syllabi. We have continued to win new contracts to work with SACRE's. The Model Agreed Syllabus, written specifically to support leaders and teachers. This product continues to fit both requirement and budgets.

The work has continued to ensure that all resources are available in multiple ways, and the through the web shop all printed publications can be bought and a number of specific books can be bought digitally through Vitrium our DRM system. This is a seamless purchasing experience.

TRUSTEES' REPORT

Year ended 31 August 2024

Publications

Our curriculum series –**Exploring Religion and Worldviews** (Primary) and **Investigating Worldviews** (Secondary) was launched in September 2022. The team continue to work exceptionally hard to produce all our publications including *REtoday* magazine.

The online REtoday Magazine Library site has increasing online subscribers who have digital access to the full back catalogue of over 1,450 searchable, indexed articles, resources, and activities. Each new edition of REtoday's articles is added in line with the distribution date of the magazine. Access to the RE Today Library is freely available to all NATRE members in the new membership programme launched in October 2022.

The new offer of digital books through the Vitrium platform, available via the RE Teaching Resources online shop, provides a modern and efficient solution for accessing high-quality resources. This digital format offers instant access, eliminating the need for shipping delays, and allows users to engage with content across multiple devices. The platform supports sustainable learning by reducing paper use and provides interactive features such as text highlighting and annotation. The digital format also ensures cost-effectiveness by eliminating shipping fees, offering a flexible, portable, and eco-friendly alternative for RE educators. This innovation aligns with our commitment to providing accessible and forward-thinking resources.

Understanding Christianity (UC) – edited by Stephen Pett, and Helen Matter for EYFS continues to sell well, and the 15-hour training, broken down into 6 modules continues to support the classroom resource. Schools are continuing to purchase and use the resource, and the in-person and online training engages new clients and new teachers joining a school where UC is embedded into the RE curriculum.

UC is being embedded in to the RE curriculum and the pedagogy fits with the movement to change the subject to focus on 'Religion and Worldviews'; therefore, we consider that this work will continue for the next 3 years and be a resource that will support teachers into the future.

Model Agreed Syllabus: the RE Adviser team have continued to present 'Model Agreed Syllabus' to SACREs that are due to refresh their Locally Agreed Syllabus but have restricted budgets. This continues to be a popular solution and the schools are keen to buy the suite of Schemes of Works that support the syllabus. RE Today have been able to support further through the organisation and management of launch conferences. RE Today also offers additional resources to update Model Agreed Syllabus A and B with the addition of A+ and B+ versions.

Courses and conferences

RE Today's courses and CPD training continue to be popular and with careful research the team develop relevant, instructional and resource filled training, providing delegates with the ability to develop their thinking and understanding together. The "Subject Knowledge Enhancement" and "Ways of Knowing" courses have proved very popular. The way in which we work means that we can be responsive and reactive to meet the needs of SACREs, MATs, Schools and teachers at every stage of learning. We also create bespoke and tailored training as consultancy. The team also deliver pupil conferences (primary and secondary), webinars for CPD purposes and support at diocesan and local authority conferences. Course Evaluations continue to be excellent from both teachers and pupils at our events.

We have seen an increase in teachers attending in-person courses, and the "Twilight" CPD for 60 – 90 min sessions continue to be popular.

B. To become more visible in the field as a RE services provider, including working in partnership with the National Association of Teachers of Religious Education (NATRE)

The National Association of Teachers of RE is a highly engaged group of teachers including several who, as well as teaching in the classroom and being active within NATRE, are also undertaking higher level study. Katie Freeman was elected Chair of NATRE in March 2024 for a three-year term. The benefit led NATRE membership has been designed to support teachers at every level of their career and continues to grow with retention levels and member sales increasing. This takes unique team working with NATRE and RE Today / CEM and there is excellent collaborative work too that benefits Head teachers, RE Advisers, subject leaders, and teachers, those who are qualified and unqualified in the classroom.

NATRE Spirited Arts competition is in its 21st year and the competition to date has attracted over half a million participants since 2004. This year we received a staggering number of entries, with 25,000 children involved. Entries came from pupils aged 3-19 years old, Early Years Foundation Stage (EYFS) and Special Education Needs and Disabilities (SEND). We received artwork, sculpture, poetry, film and music compositions and, as always, it was a privilege and a challenge with some entries from as far a-field as Australia, Bahrain and Thailand.

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TRUSTEES' REPORT

Year ended 31 August 2024

For 2024 the new theme "Why do Animals Matter", was generously sponsored by Veganism in Education (VinE) and the Animal Interfaith Alliance (AIA). The RE Today suite of resources 'Ethical Veganism in the RE classroom' which span all age groups will support engagement with this theme.

New2RE – is the backbone to the Initial Teacher Training/Early Career Teachers (ITT/ECT) NATRE membership and broadens out the level of support provided to all ECT. The aim of this work remains to enable teachers to develop their own strategies for teaching RE and support them at the start of their careers; it continues to help them to deepen their subject knowledge and teach Religion and Worldviews within RE with confidence. The monthly free webinars in the virtual NATRE café are a key component of this support structure.

C. To encourage Christians to explore and articulate their own beliefs and values.

International Bible Reading Association (IBRA)

During 2023-24 over 3,700 copies of FfTW 2024 (Fresh from The Word) were printed in English and were also translated into 13 languages by our 13 IBRA international partners and distributed around the world – this work impacts over 32 countries. They are licenced to the partners who translate, publish and distribute approximately 75,000 copies.

It is encouraging to know that this title is of such personal benefit to our readers and partners, our thanks to David Painting and our team of over 50 international writers, the readings committee, and the steering committee.

The publishers are SPCK and we work closely to promote and increase the reach to increase our readership.

Fresh from The Word 2023-24 was distributed in American Samoa, Western Samoa, and Tokelau. IBRA materials circulate in Cameroon, the Congo, Fiji, Ghana, India, Nigeria, Portugal, and South Africa mostly translated into a local language.

The historical ethos of the IBRA continues in that the UK readership donate to support our international readers and £10,000 was defrayed in grants during the year to cover translation, printing, and distribution costs overseas. To ensure that as many partners benefit no grant application is fully funded. The full 100% of donations are distributed.

ROOTS for Churches

There are over 18,000 regular users that take printed copies of one or both bi-monthly ROOTS magazines. These provide preparation and training for leaders in adult and all age worship services as well as those working with children and young people. The materials pick up themes from the lectionary readings for the Sunday and are widely used in Anglican, Methodist and Reform church communities. The print offer is reflected in the extensive resources through the website.

CE is one of the seven ecumenical partners behind the ROOTS project. It is a separately registered charity directed by Melanie Cave, Managing Director. Sample material is available on the website www.ROOTSontheweb.com. The back catalogue of worship resources is also available on the website to subscribers via a password.

D. To build partnerships with other agencies engaged in the spiritual, moral, social, and cultural dimensions of education and learning, including with those working in higher education

British Journal of Religious Education (BJRE)

There is a public benefit in CEM building partnership with higher education and other bodies engaged in the spiritual, moral, social, and cultural dimensions of education and learning, taking forward the best of pedagogical thinking.

The editorial team is Editor - Professor Julian Stern, York St John's, Deputy Editor - Dr Yonah Matamba, University of the West of Scotland and Assistant Editor – Dr David Lundie, University of Glasgow. The Editorial Board meets annually but is active throughout the year developing opportunities to further the reach and therefore the benefits to Academics, ITT's, students, and teachers. This is supported by the 'Professional Reflection' section of the RE Today magazine under the joint editorship of Janet Orchard and Linda Whitworth.

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TRUSTEES' REPORT

Year ended 31 August 2024

E. To monitor expenditure ensuring cost effectiveness, to maintain income levels in our various business streams and grow new income streams, including by appropriate investment in training, systems, and operations

Finances have been carefully managed during the continuing financial uncertainty which has impacted our business the impact on our primary client base of schools of the unbudgeted teacher pay rise. The financial processes continue to be robust and have proven invaluable in responding quickly to government guidelines in a changing environment and being able to provide a seamless service to our customers. On intellectual property we work with VWV (Veale Wasborough Vizards) on a project by project, case by case requirement to ensure that we are protecting CE/RE Today's IP and copyright on a continuing basis.

People

Lat Blaylock retired on 31 December 2023, and we celebrated his 29 years' service in January. He continues to work with RE Today as a consultant. Fiona Moss left the organisation on 31 August 2024 to pursue new opportunities at Culham St Gabriels. Linzey Tolan returned from Maternity leave.

In May 2024 we successfully recruited Julie Childs and Debbie Yeomans onto the team as expert Primary practitioners and were also delighted to welcome Dr Richard Kueh to work with us as Consultant Director of Education for RE Today.

We were sad to say goodbye to Chelsey Miller Brown in December 2024 and we thank her for your hard work and contribution over the years.

Future Plans

Internal Operations

Remote Working – the team deliver 'business as usual' as well as using the opportunity to develop new methods of working internally, refining process and measuring impact, income and expenditure carefully to continue the charity's work.

External Service Delivery – A major part of the charity's work is delivering consultancy and training – a challenge has been the ability to deliver contracts and commissioned work via Teams, Zoom and other platforms. This flexibility enables the whole organisation to work with more schools, teachers and education providers.

This delivery has become a key business development for the charity, with provision of CPD training being accessible for all teachers without the geographic limitations of face-to-face training. Clients including SACREs, MATs and teacher training providers have been early adopters of these products. In the business planning for 2023-24 this is built on with CEMIST and business and marketing information that enables us to understand our markets needs and trends. The 'self-service' platforms for teachers and other RE practitioners enable people to access high quality training at a time and in a place that suits them.

Accounting policies - Going Concern

At the time of signing the accounts, the Trustees consider that the charity will continue to operate for a period of at least 12 months from the date of signing these accounts. This is due to the level of funding already secured with key partners, the further development of the online learning provision and strong sales in key areas such as membership in the period to 31st December 2024. The charity continues to hold adequate cash reserves. Although the charity held negative unrestricted reserves as at the balance sheet date, the current business plan contains an expectation that these reserves will revert to a positive balance by 31st August 2025.

The business plan has been completely revised and was signed off by the Trustees in July 2023. The four year rolling budget was further reviewed and revised in January 2024 and was brought to the Trustee meeting in January 2024. The Business Plan is a comprehensive working document and lays out the strategy, direction of travel and implementation for the next year but looking forward to 2026. The latest forecast to 31st August 2026 indicates that the charity will be able to operate within the facilities available to it over this time period. On that basis the Trustees have prepared these financial statements on a going concern basis.

Zoë Keens and the team have continued to work on each element of the business internally and externally; assessing the potential and continued to look for opportunities within each market that each area benefits.

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TRUSTEES' REPORT

Year ended 31 August 2024

Key strategic aims of each business strand:

RE Today Services:	Be the 'provider of choice' for excellent teaching support for religious and worldviews Education and values work in schools throughout the UK, working with SACRE's, funding bodies through consultancy, courses and excellent resources and the provision of resources to academies and academic trusts, all school types and supporting organisations.
NATRE:	To be the best, most supportive, relevant and innovative subject association in the UK providing social networks, communities of understanding, resource provision, advice, guidance, sharing and understanding at affordable prices.
IBRA:	Expand IBRA's work into other countries and reach more people in the UK through partnership working with SPCK, reduce all the costs, increase income and reaching new readers through their sales outlets.
CE:	Expand service provision and product base through partnership working and using excellent management systems.
BJRE:	To be the leading Academic journal for the study and research of Religious Education, increase further into international academic institutes.

Organisational Aims:

Significant work has continued during this year to fulfil the organisations aims focusing on four key areas:

1. Increase the engagement and commitment of the Board; auditing to ensure we have the right skills represented that reflect the work and business development of the charity.
2. Increase coherent and consistent working approaches and streamlined processes effectively using IT Infrastructure to support staff capacity and work more efficiently.
3. Increase team working, develop the skill and confidence in each team member to fulfil their role.

Continue to build the organisational structure to focus on business growth through each of the business strands increasing gross margin, through which the whole of the team is involved and can understand where and how their work fits in to the business development and income generation.

Business Premises – Move

JLL and the Landlords approached CEM regarding terminating their contract on 5-6 Imperial Court, Kings Norton so that they could repurpose the building.

CEM used this as an opportunity to downsize, rework processes and revise office usage. The team moved the office to S5-S6, 1 Devon Way, Birmingham. This has proved highly successful and also created cost savings.

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TRUSTEES' REPORT

Year ended 31 August 2024

Financial review

Incoming resources for the year totalled £1,537,951. Detail of the various income streams can be found in notes 2 to 4 in the accounts.

Resources expended amounted to £1,977,676 in the year. Approximately 48% of this total (£957,109) related to staff costs whilst the balance of expenditure was split between printing of publications, mailings, conferences and other charitable activities.

The net outgoing resources for the year after other recognised gains and losses and transfers between funds totals £398,545.

The balance sheet of the charity as at 31 August 2024 shows total funds of £454,776. These funds comprise unrestricted funds of (£187,854), restricted funds of £295,097 and endowment funds of £347,533.

Details of the movements on the funds can be found in notes 20 to 22 to the financial statements.

Restricted income funds comprise monies that have either been raised for, and their use restricted to, specific purposes, or they comprise donations subject to donor-imposed restrictions. Full details of the restricted income funds can be found in note 21 to the attached accounts together with an analysis of movements in the year.

Reserves policy

As it is clear from the foregoing that the charity carries out a wide variety of activities, some of which comprise short term and externally funded pieces of work whilst others comprise longer term commitments requiring significant and ongoing financial investment.

The Trustees have examined the requirement for free reserves i.e. those unrestricted funds not invested in tangible fixed assets, designated for specific purposes or otherwise committed. The Board of Trustees is of the opinion that, given the nature of the charity's work, free reserves should equate to between three- and six-months planned expenditure at any point in time (for the financial year 2024/25, this would range from £473,168 to £946,337). The members of the Board of Trustees believe that this level of reserves provides sufficient flexibility to cover temporary shortfalls in incoming resources due to timing differences in income flows, to furnish adequate working capital to cover core costs and will allow the charity to cope with and respond to unforeseen emergencies whilst specific action plans are implemented.

The current year has been challenging, and overheads have been diverted from restricted to unrestricted activity to develop new methods of delivery and to respond to the changing marketplace. Because of this the free reserves as at 31st August 2024 have dropped below the target and were negative as at the balance sheet date. However, the current business plan contains an expectation that these reserves will revert to a positive balance by 31st August 2025. The Business Plan 2024-25 was rewritten to present a comprehensive overview of the charity, its work for the next financial year, but with a forward vision for the next 4 years to 2028. This was agreed by the Board and is being implemented proactively by the team.

Articles of Association

The Articles of Association reflect current charity law and reflect the current purposes and working practices of Christian Education Movement.

Investment Policy

The charity has a Reserves policy, Investment Policy and Ethical Investment Policy, all of which are reviewed annually by Trustees. The charity's investments at 31 August 2024 comprised cash deposits of £4,433 and listed investments with a market value of £471,713. The funds are placed with CCLA in cash deposits, the investment fund (income) and property fund (income).

Key Management Personnel Remuneration

The Board of Trustees delegate the day to day management to Zoë Keens the CEO. Her salary is benchmarked against similar positions within the sector and advice taken from recruitment consultants.

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TRUSTEES' REPORT

Year ended 31 August 2024

Statement of Trustees' responsibilities

The Trustees, who are also the directors of Christian Education Movement for the purpose of company law, are responsible for preparing the Trustees' Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

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

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

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP (FRS 102);
- make judgments and estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in operation.

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

In so far as the Trustees are aware:

- there is no relevant audit information of which the charitable company's auditor is unaware; and
- the Trustees have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditor is aware of that information.

The Trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charitable company's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

AUDITORS

Cooper Parry Group Limited have expressed their willingness to continue in office and will be proposed for re-appointment at the Annual General Meeting.

Approved by the Trustees 14th March 2025 and signed on their behalf by:



Pamela Draycott (Mar 21, 2025 10:40 GMT)

Mrs Pamela Draycott

Chair

CHRISTIAN EDUCATION MOVEMENT
(A company limited by guarantee)

INDEPENDENT AUDITOR'S REPORT
TO THE MEMBERS OF CHRISTIAN EDUCATION MOVEMENT

Opinion

We have audited the financial statements of Christian Education Movement for the year ended 31 August 2024 which comprise the Statement of financial activities, the Balance sheet, the 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 Financial Reporting Standard 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 August 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; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the 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.

Other information

The other information comprises the information included in the Trustees' 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.

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

We have nothing to report in this regard.

Opinions on matters prescribed by the Companies Act 2006

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

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

CHRISTIAN EDUCATION MOVEMENT
(A company limited by guarantee)

INDEPENDENT AUDITOR'S REPORT (continued)
TO THE MEMBERS OF CHRISTIAN EDUCATION MOVEMENT

Matters on which we are required to report by exception

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

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

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

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 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 directors either intend to liquidate the company or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

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

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 specific procedures for this engagement and the extent to which these are capable of detecting irregularities, including fraud are detailed below:

Our assessment focused on key laws and regulations the charitable company has to comply with and areas of the financial statements we assessed as being more susceptible to misstatement. These key laws and regulations included but were not limited to compliance with the Companies Act 2006, Charities Act 2011, taxation legislation, data protection, anti-bribery, and employment legislation.

We are not responsible for preventing irregularities. Our approach to detecting irregularities included, but was not limited to, the following:

- obtaining an understanding of the legal and regulatory framework applicable to the charitable company and how the charitable company is complying with that framework, including agreement of financial statement disclosures to underlying documentation and other evidence;
- obtaining an understanding of the charitable company's control environment and how the charitable company has applied relevant control procedures, through discussions with Trustees and other management and by performing walkthrough testing over key areas;
- obtaining an understanding of the charitable company's risk assessment process, including the risk of fraud;
- reviewing meeting minutes of those charged with governance throughout the year; and
- performing audit testing to address the risk of management override of controls, including testing journal entries and other adjustments for appropriateness, evaluating the business rationale of significant transactions outside the normal course of business and reviewing accounting estimates for bias.

Whilst considering how our audit work addressed the detection of irregularities, we also considered the likelihood of detection based on our approach. Irregularities arising from fraud are inherently more difficult to detect than those arising from error.

CHRISTIAN EDUCATION MOVEMENT
(A company limited by guarantee)

INDEPENDENT AUDITOR'S REPORT
TO THE MEMBERS OF CHRISTIAN EDUCATION MOVEMENT

Auditor's responsibilities for the audit of the financial statements (continued)

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. The risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance. The risk is also greater regarding irregularities occurring due to fraud rather than error, as fraud involves intentional concealment, forgery, collusion, omission or misrepresentation.

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

Use of our report

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

Glen Bott FCA

Cooper Parry Group Limited
Cooper Parry Group Limited (Mar 27, 2025 09:15 GMT)

Senior Statutory Auditor
for and on behalf of:

Cooper Parry Group Limited
Statutory Auditor
Cubo Birmingham, 3rd Floor
Two Chamberlain Square
Birmingham
B3 3AX

14th March 2025

CHRISTIAN EDUCATION MOVEMENT
(A company limited by guarantee)

STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 31 AUGUST 2024

	Notes	Unrestricted funds £	Restricted funds £	Endowment funds £	Total 2024 £	Total 2023 £
Income and endowments from:						
Donations and legacies	2	2,848	8,878	-	11,726	7,940
Investments	3	23,450	-	-	23,450	18,297
Charitable activities	4	1,302,436	200,339	-	1,502,775	1,616,269
Total income		1,328,734	209,217	-	1,537,951	1,642,506
Expenditure on:						
Raising funds		22,563	-	-	22,563	22,693
Charitable activities						
Provision of opportunities for learning		1,586,760	368,353	-	1,955,113	1,883,747
Total expenditure	5	1,609,323	368,353	-	1,977,676	1,906,440
Other recognised gains and losses						
(Losses)/Gains on investment assets	14	501	-	40,679	41,180	(11,398)
Net income		(280,088)	(159,136)	40,679	(398,545)	(275,332)
Transfer between funds	12	184,491	(143,812)	(40,679)	-	-
Net movement in funds		(95,597)	(302,948)	-	(398,545)	(275,332)
Fund balances at 1 September 2023		(92,257)	598,045	347,533	853,321	1,128,653
Fund balances at 31 August 2024		(187,854)	295,097	347,533	454,776	853,321

All income and expenditure relates to continuing activities and represents all gains and losses recognised during the year.

All of the activities of the charitable company are classified as continuing.

The notes on pages 18 to 34 form part of these financial statements.

CHRISTIAN EDUCATION MOVEMENT
(A company limited by guarantee)

SUMMARY INCOME AND EXPENDITURE ACCOUNT
FOR THE YEAR ENDED 31 AUGUST 2024

	2024 £	2023 £
Income	1,514,501	1,624,209
Expenditure	(1,977,676)	(1,906,440)
	<hr/>	<hr/>
Net operating deficit	(463,175)	(282,231)
	<hr/>	<hr/>
Investment income	23,450	18,297
	<hr/>	<hr/>
Net deficit for the year	(439,725)	(263,934)
	<hr/>	<hr/>

The notes on pages 18 to 34 form part of these financial statements.

CHRISTIAN EDUCATION MOVEMENT
(A company limited by guarantee)

BALANCE SHEET

FOR THE YEAR ENDED 31 AUGUST 2024

Registration Number 04192501

	Notes	£	2024 £	£	2023 £
Fixed assets					
Intangible assets	13a		138,540		277,082
Tangible assets	13b		6,227		33,724
Investments	14		476,146		636,266
			620,913		947,072
Current assets					
Stocks	15	113,409		80,034	
Debtors: Amounts falling due within one year	16	155,060		147,932	
Debtors: Amounts falling due after one year	16	2,816		12,084	
Cash at bank and in hand		102,588		164,919	
			373,873	404,969	
Creditors: amounts falling due within one year	17	(532,510)		(481,220)	
			(158,637)	(76,251)	
Net current assets					
Total Assets less current liabilities			462,276		870,821
Creditors: amounts falling due after more than one year	17		(7,500)		(17,500)
Net Assets			454,776	853,321	
Capital funds					
Endowment funds	20		347,533		347,533
Income funds					
Restricted funds	21		295,097		598,045
Unrestricted funds:					
Designated funds	22		144,767		310,806
General funds	22		(332,621)		(403,063)
			454,776	853,321	

The notes on pages 18 to 34 form part of these financial statements.

These financial statements were approved by the Board of Trustees on the 14th March 2025 and are signed on their behalf by:



Pamela Draycott (Mar 21, 2025 10:40 GMT)

Mrs Pamela Draycott
Chair

CHRISTIAN EDUCATION MOVEMENT
(A company limited by guarantee)

STATEMENT OF CASH FLOWS

AS AT 31 AUGUST 2024

	2024	2023
	£	£
Cash flows from operating activities		
Net movement in funds	(398,545)	(275,332)
Interest received	(23,450)	(18,297)
(Increase)/Decrease in stock	(33,375)	11,676
Decrease/(Increase) in debtors	2,140	(28,815)
Increase in creditors	51,290	66,253
Amortisation/depreciation	152,406	152,959
	<hr/>	<hr/>
Net cash flow from operating activities	(249,534)	(91,556)
	<hr/>	<hr/>
Cash flows from investing activities		
Interest received	23,450	18,297
Purchase of fixed assets	(4,504)	(116,818)
Loss on disposal of fixed assets	18,137	-
(Gain)/Loss on investment assets	(41,180)	11,398
Purchase of investments	(3,700)	-
Proceeds on sale of investments	205,000	-
	<hr/>	<hr/>
Net cash flow from investing activities	197,203	(87,123)
	<hr/>	<hr/>
Cash flows from financing activities		
Bank Loan repaid	(10,000)	(10,000)
	<hr/>	<hr/>
Net cash flow from financing activities	(10,000)	(10,000)
	<hr/>	<hr/>
Net increase/(decrease) in cash and cash equivalents	(62,331)	(188,679)
Cash and cash equivalents at 1 September 2023	164,919	353,598
	<hr/>	<hr/>
Cash and cash equivalents at 31 August 2024	<u>102,588</u>	<u>164,919</u>
	<hr/>	<hr/>
	2024	2023
	£	£
Cash and cash equivalents consist of:		
Cash at bank and in hand	102,588	164,919
	<hr/>	<hr/>
Cash and Cash equivalents at 31 August 2024	<u>102,588</u>	<u>164,919</u>
	<hr/>	<hr/>

CHRISTIAN EDUCATION MOVEMENT
(A company limited by guarantee)

NOTES TO THE ACCOUNTS
FOR THE YEAR ENDED 31 AUGUST 2024

1 Accounting policies

1.1 Accounting convention

Christian Education Movement is a registered company limited by guarantee with registered charity status, in the United Kingdom. In the event of the charity being wound up, the liability in respect of the guarantee is limited to £1 per member of the charity. The address of the registered office is given in the charity information page of these financial statements.

The charity constitutes a public benefit entity as defined by FRS 102. The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (Charities SORP 2019), the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102), the Charities Act 2011, the Companies Act 2006 and UK Generally Accepted Practice.

The financial statements are prepared on a going concern basis under the historical cost convention, modified to include certain items at fair value. The financial statements are prepared in sterling which is the functional currency of the charity.

The significant accounting policies applied in the preparation of these financial statements are set out below. These policies have been consistently applied to all years presented unless otherwise stated.

1.2 Income recognition

Incoming resources are recognised in the period in which the charity is entitled to receipt and the amount can be measured with reasonable certainty. Income is deferred only when the charity has to fulfil conditions before becoming entitled to it or where the donor or funder has specified that the income is to be expended in a future accounting period.

Grants from government and other agencies have been included as income from charitable activities where these amount to a contract for services or where they are given towards the furtherance of specific activities, but as donations where the funds are given in response to an appeal or with the greater freedom of use, for example monies for core funding.

Legacies are included in the statement of financial activities when the charity is advised by the personal representatives of an estate that payment will be made or property transferred and the amount involved can be quantified.

1.3 Expenditure recognition

Expenditure is included in the statement of financial activities when incurred and includes any attributable VAT which cannot be recovered. Resources expended comprise the following:

- The cost of generating funds represents staff costs incurred in generating grants and donated income.
- The costs of charitable activities comprise expenditure on providing opportunities for learning about the Christian faith particularly to children and young people and those engaged in their development. The costs include the direct and the indirect (or support) costs associated with these activities.
- Support costs represent indirect charitable expenditure. In order to carry out the primary purpose of the charity it is necessary to provide support in the form of personnel development, financial procedures, provision of office services and equipment and a suitable working environment. The support costs are allocated wholly to charitable activities.
- Governance costs comprise the costs which are directly attributable to the governance of the charity and the necessary legal procedures for compliance with statutory requirements.

1.4 Tangible fixed assets and depreciation

Tangible fixed assets are stated at cost less depreciation. Depreciation is provided at rates calculated to write off the cost less estimated residual value of each asset over its expected useful life, as follows:

Freehold buildings	2% on a straight line basis
Office equipment	33% on a straight line basis
Fixtures and fittings	10% on a straight line basis

All tangible fixed assets costing more than £500 and with an expected useful life exceeding one year are capitalised.

1.5 Leasing and hire purchase commitments

Rentals payable under operating leases are charged against income on a straight-line basis over the period of the lease.

1.6 Investments

Listed investments are included in the financial statements at their market value as at the balance sheet date. Realised and unrealised gains (or losses) are credited (or debited) to the statement of financial activities in the year in which they arise.

CHRISTIAN EDUCATION MOVEMENT
(A company limited by guarantee)

NOTES TO THE ACCOUNTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2024

1.7 Stock and work in progress

Stocks consist of publications and are valued at the lower of cost and net realisable value with provision being made for any obsolete or damaged goods, and regular review of stock items to ensure that holding cost is in line with this policy. The Board regularly reviews its policy on the write-down of stock.

1.8 Pensions

A certain number of the charity's employees are members of defined contribution pension schemes to which the charity makes contributions based on a fixed proportion of pensionable salary. The attributable pension costs included in the financial statements represent the contributions payable to such schemes in respect of the accounting period.

Retirement benefits to some of the employees of the Charity are provided by the Teachers' Pension Scheme ("TPS"). This is a defined benefit scheme. The TPS is an unfunded scheme and contributions are calculated so as to spread the cost of pensions over employees' working lives with the Charity in such a way that the pension cost is a substantially level percentage of current and future pensionable payroll. The contributions are determined by the Government Actuary on the basis of quadrennial valuations using a prospective unit credit method. TPS is an unfunded multi-employer scheme with no underlying assets to assign between employers. Consequently, the TPS is treated as a defined contribution scheme for accounting purposes and the contributions recognised in the period to which they relate.

1.9 Funds

General funds represent those monies which are freely available for application towards achieving any charitable purpose that falls within the charity's charitable objects.

Special trust funds comprise monies for which the charity has responsibility in trustee capacity. In prior years, income from the CEM New Endowment Fund was credited to restricted income funds and applied towards the making of small grants to young people from churches in membership of the charity towards residential courses, conferences and holidays and income from the Christian Education Church Building Fund was credited to general funds and applied for the general purposes of the charity. From September 2023, after consultation with the Charity Commission, these two funds were merged into an expendable endowment named The Development Fund. All income from The Development Fund is credited to unrestricted funds for the general purposes of the charity. Any investment gains from The Development Fund are initially credited to the Endowment and then transferred to unrestricted funds.

Restricted funds comprise monies raised for, or their use restricted to a specific purpose, or contributions subject to donor imposed conditions.

Designated funds comprise monies set aside by the Board of Trustees out of unrestricted general funds for specific purposes or projects.

1.10 Intangible fixed assets and amortisation

Intangible fixed assets are stated at cost less amortisation. Amortisation only commences when the asset has been brought into use and is provided at rates calculated to write off the cost less estimated residual value of each asset over its expected useful life, as follows:

Software	33% on a straight line basis
----------	------------------------------

All intangible fixed assets costing more than £500 and with an expected useful life exceeding one year are capitalised.

1.11 Financial Instruments

The Charity only holds basic financial instruments as defined in FRS 102. The financial assets and financial liabilities of the Charity and their measurement bases are as follows:

Financial assets - trade and other debtors are basic financial instruments and are debt instruments measured at amortised cost as detailed in note 16. Prepayments are not financial instruments. Cash at bank is classified as a basic financial instrument and is measured at face value. Listed investments are included in the financial statements at their market value as at the balance sheet date. Realised and unrealised gains (or losses) are credited (or debited) to the statement of financial activities in the year in which they arise.

Financial liabilities - trade creditors, accruals and other creditors are financial instruments, and are measured at amortised cost as detailed in note 17. Taxation and social security are not included in the financial instruments disclosure definition. Deferred income is not deemed to be a financial liability, as the cash settlement has already taken place and there is an obligation to deliver services rather than cash or another financial instrument.

1.12 Going Concern

At the time of signing the accounts, the Trustees consider that The Charity will continue to operate for a period of at least 12 months from the date of signing these accounts. This is due to the level of business generation, income and funding secured with key partners. The Charity continues to hold significant cash reserves.

Although the charity held negative unrestricted reserves as at the balance sheet date, the charity has significant designated reserves and the current business plan contains an expectation that the unrestricted reserves will revert to a positive balance by 31st August 2025.

The latest forecast to 31st August 2025 indicates that the charity will be able to operate within the facilities available to it over this time period. On that basis the Trustees have prepared these financial statements on a going concern basis.

CHRISTIAN EDUCATION MOVEMENT
(A company limited by guarantee)

NOTES TO THE ACCOUNTS (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2024

2 Donations and legacies

	Unrestricted funds £	Restricted funds £	Total 2024 £	Total 2023 £
Donations and gifts	848	8,878	9,726	7,940
Legacies Receivable	2,000	-	2,000	-
	<u>2,848</u>	<u>8,878</u>	<u>11,726</u>	<u>7,940</u>
Total 2023	<u>300</u>	<u>7,640</u>	<u>7,940</u>	

3 Investment income

	Unrestricted funds £	Restricted funds £	Total 2024 £	Total 2023 £
Income from listed investments	23,450	0	23,450	18,297
	<u>23,450</u>	<u>0</u>	<u>23,450</u>	<u>18,297</u>
Total 2023	<u>192</u>	<u>18,105</u>	<u>18,297</u>	

CHRISTIAN EDUCATION MOVEMENT
(A company limited by guarantee)

NOTES TO THE ACCOUNTS (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2024

4 Income from charitable activities

	Unrestricted funds £	Restricted funds £	Total 2024 £	Total 2023 £
In furtherance of the charity's objectives	1,302,436	200,339	1,502,775	1,616,269
	<u>1,222,780</u>	<u>393,489</u>	<u>1,616,269</u>	
Total 2023	<u>1,222,780</u>	<u>393,489</u>	<u>1,616,269</u>	

Included within income relating to in furtherance of charity's objectives are the following:

	Unrestricted funds £	Restricted funds £	Total 2024 £	Total 2023 £
<i>Unrestricted funds</i>				
Grants from UK Government	-	-	-	-
Subscriptions & Membership	609,508	-	609,508	398,824
Consultancy and related fees	186,136	-	186,136	221,623
Conferences and seminars	274,726	-	274,726	315,540
Royalties and other income	48,354	-	48,354	65,116
Income from sales of publications	183,712	-	183,712	221,677
	<u>1,302,436</u>	<u>-</u>	<u>1,302,436</u>	<u>1,222,780</u>
<i>Restricted funds</i>				
Grants from trusts and businesses	-	200,339	200,339	393,489
	<u>1,302,436</u>	<u>200,339</u>	<u>1,502,775</u>	<u>1,616,269</u>

Subscriptions represent monies received from subscribers in return for termly mailings of RE Today magazine and the appropriate curriculum book i.e. primary or secondary publications.

Membership represents the NATRE membership monies, in which members receive the RE Today magazine, curriculum books as a termly mailing but can additionally benefit from monthly e-newsletters, free and discounted courses and RE Today resources and the annual NATRE conference. This is a monthly offer, not termly as with the subscriptions.

Mailings for academic interest entitle the subscriber to a copy of the British Journal for Religious Education. This publication is also available within NATRE membership and RE Today subscriptions.

CHRISTIAN EDUCATION MOVEMENT
(A company limited by guarantee)

NOTES TO THE ACCOUNTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2024

5	Total resources expended					
		Staff costs	Amortisation/ depreciation	Other costs	Total 2024	Total 2023
		£	£	£	£	£
	Expenditure on raising funds	20,240	-	2,323	22,563	22,693
	Charitable activities					
	Provision of opportunities for learning					
	Direct costs (note 6)	369,463	-	546,820	916,283	881,972
	Support costs (note 7)	567,406	152,406	286,872	1,006,684	975,165
	Governance costs (note 8)	-	-	32,146	32,146	26,610
		<hr/>	<hr/>	<hr/>	<hr/>	<hr/>
		957,109	152,406	868,161	1,977,676	1,906,440
		<hr/>	<hr/>	<hr/>	<hr/>	<hr/>

Of the total expenditure of £1,977,676 (2023: £1,906,440), £1,609,323 (2023: £1,294,067) is allocated to unrestricted funds and £368,353 (2023: £612,373) is allocated to restricted funds.

6	Direct costs		2024	2023
			£	£
	Other direct costs comprise:			
	Unrestricted funds			
	Project advisers, staff travel and other expenses		68,592	47,139
	Production of publications and other project expenditure		238,755	148,194
			<hr/>	<hr/>
			307,347	195,333
	Restricted funds			
			239,473	305,698
			<hr/>	<hr/>
			546,820	501,031
			<hr/>	<hr/>

7	Support costs		2024	2023
			£	£
	Premises and related costs		75,951	78,398
	Stationery, postage, telephone and related costs		15,843	17,771
	Other costs		195,078	190,827
			<hr/>	<hr/>
			286,872	286,996
			<hr/>	<hr/>

Other costs of £195,078 (2023: £190,827) comprise expenditure relating to computer maintenance, repairs and renewals, other premises expenses, staff support costs, accountancy support, bank and related charges incurred during the year.

8	Governance costs		2024	2023
			£	£
	Legal and professional fees		8,896	15,838
	Audit fees		16,075	9,025
	Board of Trustees' and Members' of Committee expenses		7,175	1,747
			<hr/>	<hr/>
			32,146	26,610
			<hr/>	<hr/>

CHRISTIAN EDUCATION MOVEMENT
(A company limited by guarantee)

NOTES TO THE ACCOUNTS (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2024

9 Trustees

None of the Trustees (or any persons connected with them) received any remuneration during the year. Five of the trustees were reimbursed travelling expenses. The total value of expenses reimbursed in 2024 was £2,381 (2023: Seven of the trustees were reimbursed £1,747).

10 Employees

Number of employees

The average monthly number of employees during the year was:

	2024 Number	2023 Number
Chief Executive	1	1
PA to Chief Executive	1	1
Business Development Director	1	1
Advisers	6	7
Publications & Marketing	7	7
Support staff	6	6
	22	23

Employment costs

	2024 £	2023 £
Wages and salaries	792,280	752,370
Social security costs	68,900	74,158
Other pension costs	95,929	109,993
	957,109	936,521

One employee received employee benefits (excluding employer pension contribution) in the banding of £60,000 to £70,000 (2023: One).

The trustees consider its key management personnel comprise the management team. The total employment benefits including employer pension contributions and employer national insurance contributions of the key management personnel were £175,209 (2023: £170,268).

11 Taxation

The charity's activities during the year were in accordance with its charitable objects and no corporation tax liability arises.

12 Transfers

Investment gains of £40,679 arose on The Development Fund, being the Charity's expendable endowment. These amounts were then transferred to unrestricted funds. An amount of £143,812 being the balance on the restricted Small Grants Fund was transferred to unrestricted, following the changes made to the Charity's endowment policy. No transfers were made in 2023.

CHRISTIAN EDUCATION MOVEMENT
(A company limited by guarantee)

NOTES TO THE ACCOUNTS (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2024

13a Intangible fixed assets

	Software £	Total £
Cost		
At 1 September 2023	415,624	415,624
Additions		
	_____	_____
At 31 August 2024	415,624	415,624
Amortisation		
At 1 September 2023	138,542	138,542
Charge for the year	138,542	138,542
	_____	_____
At 31 August 2024	277,084	277,084
Net book value		
At 31 August 2024	138,540	138,540
	=====	=====
At 31 August 2023	277,082	277,082
	=====	=====

13b Tangible fixed assets

	Office equipment £	Fixtures & fittings £	Total £
Cost			
At 1 September 2023	53,239	115,440	168,679
Additions	4,504	-	4,504
Disposals	(608)	(98,598)	(99,206)
	_____	_____	_____
At 31 August 2024	57,135	16,842	73,977
Depreciation			
At 1 September 2023	50,141	84,814	134,955
Charge for the year	3,142	10,722	13,864
Eliminated on disposals	(608)	(80,461)	(81,069)
	_____	_____	_____
At 31 August 2024	52,675	15,075	67,750
Net book value			
At 31 August 2024	4,460	1,767	6,227
	=====	=====	=====
At 31 August 2023	3,098	30,626	33,724
	=====	=====	=====

CHRISTIAN EDUCATION MOVEMENT
(A company limited by guarantee)

NOTES TO THE ACCOUNTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2024

14 Fixed asset investments

	CCLA Investment Funds £	CCLA Deposit Funds £	Total £
Market value at 1 September 2023	635,533	733	636,266
Additions at cost	-	3,700	3,700
Disposal Proceeds	-	(205,000)	(205,000)
Transfers between funds	(205,000)	205,000	-
Change in value in the year	41,180	-	41,180
	<u>471,713</u>	<u>4,433</u>	<u>476,146</u>
Market value at 31 August 2024	471,713	4,433	476,146
Historical cost:			
At 31 August 2024	<u>317,595</u>	<u>4,433</u>	<u>322,028</u>
At 31 August 2023	<u>466,527</u>	<u>729</u>	<u>467,256</u>

15 Stocks

	2024 £	2023 £
Stocks of publications for resale	113,409	80,034
	<u>113,409</u>	<u>80,034</u>

16 Debtors: amounts falling due within one year

	2024 £	2023 £
Trade debtors	97,987	109,888
Other debtors	17,432	10,637
Prepayments and accrued income	39,641	27,407
	<u>155,060</u>	<u>147,932</u>

Debtors: amounts falling due after one year

	2024 £	2023 £
Other debtors	<u>2,816</u>	<u>12,084</u>

CHRISTIAN EDUCATION MOVEMENT
(A company limited by guarantee)

NOTES TO THE ACCOUNTS (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2024

17	Creditors: amounts falling due within one year	2024	2023
		£	£
	Trade creditors	84,896	104,988
	Taxes and social security costs	19,514	19,661
	Other creditors	19,885	6,906
	Accruals	66,530	94,390
	Deferred income	331,685	245,275
	Bank Loans and Overdrafts	10,000	10,000
		<hr/>	<hr/>
		532,510	481,220
		<hr/>	<hr/>
	Creditors: amounts falling due after more than one year	2024	2023
		£	£
	Bank Loans and Overdrafts	7,500	17,500
		<hr/>	<hr/>

The bank loan represents the capital amount repayable for a Coronavirus Bounceback Loan. This facility is provided by Lloyds Bank and supported by the Bounceback Loan Scheme (BBLs), which is managed by the British Business Bank and supported by the UK Government. The loan is repayable over 72 months, with no interest payable and no repayments due for the first 12 months. Thereafter interest is chargeable at 2.5% per annum. A minimum of £2,000 can be repaid at any time during the term with no penalty.

Deferred income movement	2024
	£
Balance at 1 September 2023	245,275
Incoming resources deferred in the current year	331,685
Less: amounts released	(245,275)
	<hr/>
Balance at 31 August 2024	331,685
	<hr/>

Deferred income represents membership fees of £321,753, subscriptions of £1,595 received in advance, and training/consultancy fees of £8,337 billed in advance.

18 Pension costs

Teachers' Pension Scheme

Some of the employees of the charity belong to the Teachers' Pension Scheme for England and Wales. This scheme is a multi-employer defined benefit scheme. The latest actuarial valuation of the TPS related to the period ended 31 March 2020.

An amount of £4,850 was outstanding at the end of the financial year, which was due and subsequently paid in September 2024.

The Teachers' Pension Scheme (TPS) is a statutory, contributory, defined benefit scheme, governed by the Teachers' Pension Scheme Regulations 2014. Membership is automatic for full time teachers and lecturers and part time teachers and lecturers following appointment or a change of contract. All teachers and lecturers have the option to opt-out of the TPS following enrolment.

The TPS is an unfunded scheme to which both the member and employer makes contributions, as a percentage of salary - these contributions are credited to the Exchequer. Retirement and other pension benefits are paid by public funds provided by Parliament.

NOTES TO THE ACCOUNTS (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2024

18 Pension costs: continued

Valuation of the Teachers' Pension Scheme

The Government Actuary, using normal actuarial principles, conducts a formal actuarial review of the TPS in accordance with the Public Service Pensions (Valuations and Employer Cost Cap) Directions 2014 published by HM Treasury every 4 years. The aim of the review is to specify the level of future contributions. Actuarial scheme valuations are dependent on assumptions about the value of future costs, design of benefits and many other factors. The latest actuarial valuation of the TPS was carried out as at 31 March 2020. The valuation report was published by the Department for Education on 27 October 2023. The key elements of the valuation and subsequent consultation are:

- employer contribution rates set at 28.68% of pensionable pay (including a 0.08% administration levy) from 1st April 2024 (contribution rate to 31st March 2024 is set at 23.68% of pensionable pay, as set by the 31st March 2019 valuation).
- total scheme liabilities (pensions currently in payment and the estimated cost of future benefits) for service to the effective date of £262,000 million and notional assets (estimated future contributions together with the notional investments held at the valuation date) of £222,200 million, giving a notional past service deficit of £39,800 million
- the SCAPE rate, set by HMT, is used to determine the notional investment return. The current SCAPE rate is 1.7% above the rate of CPI.

A copy of the latest valuation report can be found by on the Teachers' Pension website at <https://www.teacherspensions.co.uk/news/employers/2019/04/valuation-report-release.aspx>

The employer's pension costs paid to TPS in the year amounted to £43,408 (2023 £50,658).

Under the definitions set out in FRS 102, the TPS is an unfunded multi-employer pension scheme. The charity has accounted for its contributions to the scheme as if it were a defined contribution scheme. The charity has set out above the information available on the scheme.

Defined Contribution Pension Scheme

CEM also participated in a defined contribution pension scheme. CEM contributed £52,521 (2023: £59,335) in the year in respect of 18 employees (2023:18).

19 Liability of members

Christian Education Movement is constituted as a company limited by guarantee. In the event of the charity being wound up members are required to contribute an amount not exceeding £1.

CHRISTIAN EDUCATION MOVEMENT
(A company limited by guarantee)

NOTES TO THE ACCOUNTS (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2024

20 Endowment funds

Current year 2024

Expendable endowments	Balance at 1 Sep 2023	Movement in funds				Balance at 31 Aug 2024
		Incoming resources	Resources Expended	Transfers	Investments gains/losses	
	£	£	£	£	£	£
CE New Endowment Fund	308,683	-	-	(308,683)	-	-
CE Church Building Fund	38,850	-	-	(38,850)	-	-
The Development Fund	-	-	-	306,854	40,679	347,533
	=====	=====	=====	=====	=====	=====
	347,533	-	-	(40,679)	40,679	347,533
	=====	=====	=====	=====	=====	=====

Prior year 2023

Expendable endowments	Balance at 1 Sep 2022	Movement in funds				Balance at 31 Aug 2023
		Incoming resources	Resources Expended	Transfers	Investments gains/losses	
	£	£	£	£	£	£
CE New Endowment Fund	308,683	-	-	-	-	308,683
CE Church Building Fund	38,850	-	-	-	-	38,850
	=====	=====	=====	=====	=====	=====
	347,533	-	-	-	-	347,533
	=====	=====	=====	=====	=====	=====

The special trust funds comprise monies for which the charity has a responsibility in a Trustee capacity. On 1 September 2002, in accordance with the terms of a Scheme approved by the Charity Commission, the Trusteeship of the funds was transferred from National Christian Education Council to Christian Education Movement. The CE New Endowment fund was established to generate income to be applied specifically towards making small grants to young people, from churches, towards residential courses, conferences and holidays. Income generated by the fund was credited directly to the restricted income fund entitled the "Small Grants Fund". The Christian Education Church Building Fund (formerly known as the Centenary Loan Fund) comprised capital monies to be applied in making interest free loans to churches in membership of the charity to enable them to support the improvement of accommodation for children's and youth work. This Fund longer functioned as a membership organisation due to the changes in the Charity's work.

In 2023 the Board of Trustees, in consultation with the Charity Commission, merged the two existing funds to form an expendable endowment named "The Development Fund". Income from the fund is now credited to unrestricted for general use by the Charity. Investment gains from the funds are initially credited to the fund and then transferred to unrestricted for the general purposes of the charity, whilst maintaining the value of the original endowment.

CHRISTIAN EDUCATION MOVEMENT
(A company limited by guarantee)

NOTES TO THE ACCOUNTS (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2024

21 Restricted funds

Current year 2024

The income funds of the charity include restricted funds comprising the following unexpended balances of donations and grants held on for specific purposes:

	Movement in funds					
	Balance at 1 Sep 2023	Incoming resources	Resources Expended	Transfers	Investments gains/losses	Balance at 31 Aug 2024
	£	£	£	£	£	£
NEW2RE - Early Career Development						
NEW2RE	30,068	26,136	(19,476)	-	-	36,728
ITE Conferences (JT)	8,157	-	(6,255)	-	-	1,902
Regional Infrastructure Project						
REHUBS	36,357	141,500	(152,641)	-	-	25,216
Other Funds						
Spirited Arts (Westhill)	1,909	6,433	(2,820)	-	-	5,522
IBRA International Fund	18,260	8,045	(17,909)	-	-	8,396
Small Grants Fund	157,762	-	(13,950)	(143,812)	-	-
Understanding / picturing Islam	151,020	-	(70,497)	-	-	80,523
Understanding Unbelief	2,282	19,950	(9,533)	-	-	12,699
Understanding Christianity	112,721	-	(27,276)	-	-	85,445
NATRE Leadership Fund (CSTG)	8,176	2,500	(3,406)	-	-	7,270
Primary 1000	16,809	-	(364)	-	-	16,445
RE Awareness	5,750	-	-	-	-	5,750
NATRE Chair	2,077	4,653	(4,251)	-	-	2,479
RE Plus Environment	1,678	-	-	-	-	1,678
UC Development	45,019	-	(39,975)	-	-	5,044
	<u>598,045</u>	<u>209,217</u>	<u>(368,353)</u>	<u>(143,812)</u>	<u>-</u>	<u>295,097</u>

CHRISTIAN EDUCATION MOVEMENT
(A company limited by guarantee)

NOTES TO THE ACCOUNTS (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2024

21 Restricted funds (continued)

Prior year 2023

The income funds of the charity include restricted funds comprising the following unexpended balances of donations and grants held on for specific purposes:

	Movement in funds					
	Balance at 1 Sep 2022	Incoming resources	Resources Expended	Transfers	Investments gains/losses	Balance at 31 Aug 2023
	£	£	£	£		£
NEW2RE - Early Career Development						
NEW2RE	65,272	-	(35,204)	-	-	30,068
ITE Conferences	6,782	7,500	(6,125)	-	-	8,157
Regional Infrastructure Project						
REHUBS	66,706	110,100	(140,449)	-	-	36,357
Other Funds						
Spirited Arts	4,042	2,000	(4,133)	-	-	1,909
IBRA International Fund	26,048	7,640	(15,428)	-	-	18,260
Small Grants Fund	141,011	18,105	(1,354)	-	-	157,762
Understanding / picturing Islam	177,970	-	(26,950)	-	-	151,020
Understanding Unbelief	(1,125)	9,974	(6,567)	-	-	2,282
Understanding Christianity	174,799	100,000	(162,078)	-	-	112,721
NATRE Leadership Fund (CSTG)	9,113	1,000	(1,937)	-	-	8,176
BQiC (Templeton)	80,170	34,960	(115,130)	-	-	-
Primary 1000	25,809	-	(9,000)	-	-	16,809
RE Awareness	9,250	-	(3,500)	-	-	5,750
NATRE Chair	2,837	4,000	(4,760)	-	-	2,077
RE Plus Environment	2,500	3,955	(4,777)	-	-	1,678
UC Development	-	120,000	(74,981)	-	-	45,019
	<u>791,184</u>	<u>419,234</u>	<u>(612,373)</u>	<u>-</u>	<u>-</u>	<u>598,045</u>

NOTES TO THE ACCOUNTS (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2024

21 Restricted funds (continued)

NEW2RE - Early Career Development is a project which has been designed to support 'Early Careers Teachers' secondary RE teachers to deepen their subject knowledge and teach six religions and other world views with confidence – it is a two year programme which will be delivered through NATRE membership – making it available to all.

ITE – Jerusalem Trust – six regional conferences delivered by working in partnership with lecturers on PGCE RE courses and by brokering with other partners to inspire new entrants to the RE teaching profession through inter-varsity day conferences.

RE Hubs – This was formerly the 'Regional Infrastructure Project' with the website www.re-hubs.uk and launched in 2022. We have restructured this to be focused on being 9 Regional Hubs in England and 1 Hub in Wales that is led by a RE Hub Lead recruited for their specific knowledge and experience in supporting RE / RVE in their local region. The key focus is to provide an information exchange hub for those who have services, resources, training, and visits to benefit schools with those teachers who are looking to increase their teaching provision. This is led by Claire Clinton, Lead Director for England and Wales RE Hubs on behalf of the Steering Group which is made up of representatives from: REC, NATRE, AULRE, ARIEAC, TRS, NASACRE and CSTG (funder) and is managed on a day-to-day basis by Claire Clinton and RE Today.

NATRE Leadership is funding to support teachers in fulfilling their roles in RE leadership beyond the classroom.

Spirited Arts - funds to help invest in promoting the competition and embed the project in schools. It is a unique opportunity for teachers to enable their pupils to express their own religious and spiritual insights through Art, Music and Poetry. Some of the funding has been used to promote the competition nationally through celebrating the winners of the competition and highlight their fantastic entries.

The **IBRA International Fund** receives voluntary giving from individual IBRA readers to provide grants that enable the IBRA International Partners to translate and produce resources to support their local readers.

The **Small Grants Fund** previously comprised income earned from endowment fund assets and applied towards making small grants to young people from churches. The provision of needing to be in membership of the charity has been removed. The fund supported attendance at residential courses, conferences, and holidays for young people. Following the reorganisation of the Charity's endowments, the balance of this fund has been released to unrestricted for use in pursuit of the general aims of the Charity. It still supports applications received if they fit the original criteria.

Understanding Islam / Picturing Islam will be the second classroom resource in the 'Understanding...' Series. The aim is to transform teaching and learning about Islam in schools in England and Wales, within the safe confines of the RE classroom. It is not simplistic, limiting pupils' learning and misconceptions of Islam, but representative of the diversity of those who follow the Muslim path in the UK today.

Understanding Christianity and UC Development – this funding to enable all schools to access UC through the development of an online learning platform. It is now being used to teach Christianity in CofE schools and community schools: both school types are acknowledging this as a valuable RE resource that has impacted beyond the RE classroom. The UC online learning course has 6 modules which is equivalent to the 15 hours in-person training and has been designed to provide the same learning experience, but at the convenience of the learner.

Understanding Unbelief – Kent University (Templeton funding) the aim is to research and map the population of 'unbelievers' beyond atheism, allowing for a variety of configurations of 'unbelief', exploring what people believe *in* not just what they don't believe in.

CHRISTIAN EDUCATION MOVEMENT
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NOTES TO THE ACCOUNTS (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2024

21 Restricted funds (continued)

BQiC – Templeton - Explores ways in which teachers of RE in primary and secondary schools can be encouraged to consider and address multidisciplinary approaches to big questions in RE classrooms. This has been through publications and online resources, and training for teachers.

Primary 1000 - NATRE – ‘The Better RE’ 1,000 Primary project is a NATRE project to support 1000 Primary schools. It worked with NATRE exec, Advisers and teachers who refer hard-to-reach schools and provide them with resources and practical solutions, helping them to see improvement swiftly and be able to sustain this in the years to come. This project was completed in September 2024 with the last of three RE Roadshows led by Lat Blaylock in Leeds, Birmingham and Reading.

RE Awareness – the research, design and development of a course focussed on headteachers, governors and senior leaders who are responsible for the teaching of RE.

NATRE Chair – this is funding to enable the Chair of NATRE to fulfil their role in RE leadership beyond the classroom.

RE Plus Environment – the resource pack ‘God’s Good Earth’ has been developed for the RE classroom for teaching about the environment and is being delivered as a downloadable resource, which is freely available.

22 Unrestricted funds

Current year 2024

	Movement in funds					Balance at 31 Aug 2024 £
	Balance at 1 Sep 2023 £	Incoming resources £	Resources expended £	Transfers £	Investments gains/losses £	
Designated funds						
Fixed asset fund	310,806	-	(152,406)	(13,633)	-	144,767
	<u> </u>	<u> </u>	<u> </u>	<u> </u>	<u> </u>	<u> </u>
General fund	(403,063)	1,328,734	(1,456,917)	198,124	501	(332,621)
	<u> </u>	<u> </u>	<u> </u>	<u> </u>	<u> </u>	<u> </u>
Total	(92,257)	1,328,734	(1,609,323)	184,491	501	(187,854)
	<u> </u>	<u> </u>	<u> </u>	<u> </u>	<u> </u>	<u> </u>

Fixed Asset Fund comprises the net book value of all tangible fixed assets with the exception of any which have restrictions imposed on them.

CHRISTIAN EDUCATION MOVEMENT
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NOTES TO THE ACCOUNTS (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2024

22 Unrestricted funds (continued)

Prior year 2023

	Movement in funds					Balance at 31 Aug 2023 £
	Balance at 1 Sep 2022 £	Incoming resources £	Resources expended £	Transfers £	Investments gains/losses £	
Designated funds						
Fixed asset fund	346,947	-	(152,959)	116,818	-	310,806
	<u> </u>	<u> </u>	<u> </u>	<u> </u>	<u> </u>	<u> </u>
General fund	(357,011)	1,223,272	(1,141,108)	(116,818)	(11,398)	(403,063)
	<u> </u>	<u> </u>	<u> </u>	<u> </u>	<u> </u>	<u> </u>
Total	(10,064)	1,223,272	(1,294,067)	-	(11,398)	(92,257)
	<u> </u>	<u> </u>	<u> </u>	<u> </u>	<u> </u>	<u> </u>

23 Analysis of net assets between funds

Current year 2024

	Unrestricted funds £	Restricted funds £	Endowment funds £	Total £
Fund balances at 31 August 2024 are represented by:				
Tangible fixed assets	144,767	-	-	144,767
Investments	128,613	-	347,533	476,146
Current assets	78,776	295,097	-	373,873
Creditors: amounts falling due within one year	(532,510)	-	-	(532,510)
Creditors: amounts falling due more than one year	(7,500)	-	-	(7,500)
	<u> </u>	<u> </u>	<u> </u>	<u> </u>
	(187,854)	295,097	347,533	454,776
	<u> </u>	<u> </u>	<u> </u>	<u> </u>

Prior year 2023

	Unrestricted funds £	Restricted funds £	Endowment funds £	Total £
Fund balances at 31 August 2023 are represented by:				
Tangible fixed assets	310,806	-	-	310,806
Investments	288,733	-	347,533	636,266
Current assets	(193,076)	598,045	-	404,969
Creditors: amounts falling due within one year	(481,220)	-	-	(481,220)
Creditors: amounts falling due more than one year	(17,500)	-	-	(17,500)
	<u> </u>	<u> </u>	<u> </u>	<u> </u>
	(92,257)	598,045	347,533	853,321
	<u> </u>	<u> </u>	<u> </u>	<u> </u>

CHRISTIAN EDUCATION MOVEMENT
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NOTES TO THE ACCOUNTS (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2024

24 Commitments under operating leases

At 31 August 2024 the company had minimum lease payments under non-cancellable operating leases as follows:

	2024	2023
	£	£
Expiry date:		
Within one year	30,408	42,500
Within one to two years	33,792	40,288
Between two and five years	-	-
	<u>64,200</u>	<u>82,788</u>

In August 2024 the charity negotiated an exit from its existing rental lease agreement for 5/6 Imperial Court 12 Sovereign Road B30 3FH. The operating leases in existence at the date of the balance sheet date represent the minimum rental term at the charity's new operating address.

25 Related parties

All Trustees are entitled to a complimentary NATRE membership. Trustee expenses are disclosed in Note 9.

Up until 10th October 2023, one Trustee (now resigned) was also a director of SPCK Limited (formerly Lion Hudson), which supplies publications. The expenditure incurred with SPCK Limited in the year was £36,184 (2023 - £13,639). The amount outstanding in creditors with SPCK Limited at the end of the year was £17,988 (2023 - £nil).

One Trustee is a Trustee of The All Saints Educational Trust, which provides grant funding for various projects. The funding received from The All Saints Educational Trust in the year was £18,700 (2023 - £nil). The amount outstanding in debtors with The All Saints Educational Trust at the end of the year was £nil (2023 - £nil).

26 Analysis of changes in net debt

	2023	Cash	2024
	£	Flows	£
		£	
Borrowings	(27,500)	10,000	(17,500)
	<u>(27,500)</u>	<u>10,000</u>	<u>(17,500)</u>
Total Liabilities	(27,500)	10,000	(17,500)
	<u>(27,500)</u>	<u>10,000</u>	<u>(17,500)</u>
Cash and cash equivalents	164,919	(62,331)	102,588
	<u>164,919</u>	<u>(62,331)</u>	<u>102,588</u>
Total net debt	137,419	(52,331)	85,088
	<u>137,419</u>	<u>(52,331)</u>	<u>85,088</u>










CEM 2024 - 31 Aug 2024 (V20250307)

Final Audit Report

2025-03-27

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CHRISTIAN EDUCATION MOVEMENT

YOUR EXTERNAL AUDIT FINDINGS

FOR THE YEAR ENDED 31 AUGUST 2024

COOPER PARRY



CHRISTIAN EDUCATION MOVEMENT YOUR EXTERNAL AUDIT FINDINGS

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DISCLAIMER

Your external audit findings document is prepared for the confidential use of your charity and forms part of our ongoing communications under International Standard on Auditing (UK) 260 - communication of audit matters with those charged with governance. The findings highlight the key matters and issues arising from our audit report on the charity's financial statements for the year ended 31 August 2024.

The contents of our findings have been discussed with management and their comments and responses have been included where applicable. The matters set out in our findings are those that came to our attention during the course of our normal audit work, which was designed to enable us to form our opinion on the financial statements. Our work may not necessarily disclose all errors or irregularities and should not be relied upon to do so.

The findings have been prepared for the sole use of the trustees and management of your charity. Our findings may not, without our express written permission, be relied upon by your charity for any other purpose whatsoever, be referred to in whole or in part in any other external document or made available (in whole or in part) or communicated to any other party. Cooper Parry Group Limited neither owes nor accepts any duty to any other party who may receive this report and specifically disclaims any liability for any loss, damage or expense of whatsoever nature, which is caused by their reliance on these findings.



YOUR EXTERNAL AUDIT FINDINGS


EXECUTIVE SUMMARY

DEAR TRUSTEES

Welcome to your external audit findings for the year ended 31 August 2024.

This document sets out the key matters and issues arising from our audit report on your charity's financial statements for the year ended 31 August 2024. More detail on each area can be found in the rest of the findings report.





AUDIT STATUS

REPORT	UNMODIFIED
Opinion on the audit report in the financial statements	

OUTSTANDING INFORMATION

- ✓ The signed letter of representation
- ✓ Charity Commission correspondence on expendable endowment

INTERNAL CONTROL IMPROVEMENTS

RISK	CURRENT YR	PRIOR YRS
	-	-
	-	-
	2	-
	N/A	-

KEY AUDIT RISK FINDINGS

KEY RISK	FINDINGS
Income recognition	No issues identified
Management override	No issues identified
Going concern	No issues identified.
Fund accounting	No issues identified
Related party transactions	No issues identified

AUDIT ADJUSTMENTS

	£
Operating (deficit)	398,545
Late management adjustments	-
Audit adjustments	-
NET MOVEMENT	398,545

UNADJUSTED AUDIT DIFFERENCES

The total impact on the charity's funds from unadjusted audit differences is a decrease in the deficit of £1,038.

YOUR EXTERNAL AUDIT FINDINGS

FINANCIAL OVERVIEW

FUNDS	UNRES'D £000	RES'D £000	ENDOWMENT £000	TOTAL £000
Income	1,329	209	-	1,538
Expenditure	(1,609)	(368)	-	(1,977)
SURPLUS / (DEFICIT)	(280)	(159)	-	(439)
Investment gains / losses	-	-	41	41
Fund transfers	184	(144)	(41)	-
NET MOVEMENT	(96)	(303)	-	(399)
Funds brought forward	(92)	598	348	853
FUNDS CARRY FWD	(188)	295	348	455

UNPICKING THE RESULTS

The table above summarises the overall financial results of the charity for the year ended 31 August 2024 and how these are reported in the financial statements:

The operating income and expenditure deficit for the year, before the gain on investment assets, is £439,000. Investment assets have generated gains in the year of £41,000 which decreases the deficit for the year to £399,000. This compares unfavorably against the prior year budgeted surplus of £18,144. The deficit highlights continued tough trading conditions during the year, with lower income across most income streams against that budgeted (most significantly grant income which was forecast at £460,242 against actuals of £200,339). Expenditure in the year also includes CEMIST amortisation amounting to £138,542 (as the decision was taken to amortise this over a three-year period, there is a large impact on the operating results however next year will be the final year of CEMIST amortisation in the financial statements).

The overall operating reserves at 31 August 2024 are £455,000. This total is split between restricted funds of £295,000, endowment funds of £348,000 and general unrestricted funds of (£188,000).

YOUR EXTERNAL AUDIT FINDINGS

AUDIT STATUS

OUR AUDIT APPROACH

There were no changes to our audit approach as previously set out to you in our external audit plan dated 20th January 2024.

INDEPENDENCE

We have complied with the Financial Reporting Council's Ethical Standard for Auditors and all threats to our independence, as set out to you in our external audit plan dated 20th January 2024, have been properly addressed through appropriate safeguards.

No additional facts or matters have arisen during the course of the audit that we want to raise with you, and we confirm that we are independent and able to express an objective opinion on the financial statements.

ACCOUNTING POLICIES AND DISCLOSURES

We have reviewed the accounting policies adopted by the charity and found these to be appropriate for the charity and in line with the sector overall, as well as having been applied consistently throughout the year. There were also no changes in the charity's accounting policies compared to the previous year.

We have also reviewed the disclosures included in the charity's financial statements and are satisfied these are consistent with the applicable requirements of the Charities SORP and the Companies Act 2006.

OUR AUDIT REPORTS

Our audit fieldwork is complete, and we have had a clearance and completion meeting with Jack Harris (WELF accountants) and Zoe Keens (CEO) on 4 March 2025 where we reviewed the draft financial statements and discussed our audit findings including the contents of this report.

Subject to the clearance of the outstanding matters outlined below, we anticipate issuing an unmodified audit report.

OUTSTANDING MATTERS

Before issuing our audit report, we still require the following:

- ✓ The signed letter of representation
- ✓ Charity Commission correspondence on expendable endowment

YOUR EXTERNAL AUDIT FINDINGS

KEY AUDIT RISKS AND FINDINGS

Our external audit approach is risk based. During the audit planning process, we sought to minimise the risk of material misstatement occurring in the financial statements and remaining undetected at the conclusion of our audit work. Our focus was drawn to the following key risk areas and our findings from our audit work on these is detailed below:

RISK	AUDIT WORK UNDERTAKEN	FINDINGS
INCOME RECOGNITION <i>Is income recognised in line with relevant standards and guidance?</i>	<ul style="list-style-type: none"> ✓ We reviewed grant income through to grant agreements to ensure income is recognised once the income recognition criteria has been satisfied. ✓ We performed substantive testing on all key income streams, reviewing source documentation and following through the transaction to the point it is recorded as income in the accounting system. ✓ We reviewed other income types to determine whether any are considered 'trading' income. 	<ul style="list-style-type: none"> ✓ No matters came to light during our audit work in this risk area that need to be brought to your attention. ✓ We have concluded that income is not materially misstated in the financial statements.
MANAGEMENT OVERRIDE AND BIAS <i>Is there any evidence of misstatement in the accounts due to management bias?</i>	<ul style="list-style-type: none"> ✓ We obtained a report for all journals posted to the accounting system and tested a sample to ensure they were appropriate and in line with your financial procedures. ✓ We reviewed areas of significant accounting estimation including consideration of the basis of relevant management / trustee assumptions. ✓ We reviewed the month end process and information provided to trustees to ensure information allows for informed timely decisions to be made. 	<ul style="list-style-type: none"> ✓ No matters came to light during our audit work in this area that need to be brought to your attention. ✓ We did not identify any evidence of management override or bias in your accounting records or financial statements.
ALLOCATION OF EXPENDITURE <i>Is restricted income correctly identified and expended?</i>	<ul style="list-style-type: none"> ✓ We ensured material grant, donation and legacy income streams were reviewed and relevant restrictions were identified through the course of our testing on income. ✓ We ensured that the expenditure of restricted income streams was in line with the funding agreement or terms of funding. ✓ We obtained supporting documentation for significant costs in computer expenses and repairs and maintenance to ensure that amounts are correctly accounted for as either capital or revenue expenditure. 	<ul style="list-style-type: none"> ✓ No matters came to light during our audit work in this area that need to be brought to your attention. ✓ We have concluded that expenditure is allocated appropriately in the financial statements and that the balances of funds as reported in the financial statements are not materially misstated.

YOUR EXTERNAL AUDIT FINDINGS

KEY AUDIT RISKS AND FINDINGS

RISK	AUDIT WORK UNDERTAKEN	FINDINGS
GOING CONCERN <i>Is the charity able to continue operating for at least 12 months from the date of approval of the financial statements?</i>	<ul style="list-style-type: none"> ✓ We obtained and reviewed the charity's 3-year budget forecasts, with associated reserves and cashflow information, and challenged the assumptions used. ✓ We reviewed the trustees' going concern conclusions and the going concern commentary included in the financial statements. ✓ We reviewed and challenged management's written assessment of the charity status as a going concern. 	<ul style="list-style-type: none"> ✓ No matters came to light during our audit work in this area that need to be brought to your attention. ✓ We agree with the trustees' conclusion that the charity is a going concern and we are satisfied with the disclosures included in the financial statements.
RELATED PARTY TRANSACTIONS <i>Are all related party transactions identified, approved and disclosed in the financial statements?</i>	<ul style="list-style-type: none"> ✓ We reviewed the charity's register of interests to ensure completeness. ✓ We tested all related party transactions to ensure that they have been undertaken in line with the charity's policies. ✓ We ensured that all related party transactions have been appropriately disclosed in the financial statements, including any trustees' remuneration. 	<ul style="list-style-type: none"> ✓ No matters came to light during our audit work in this area that need to be brought to your attention. ✓ We did not identify any additional related parties or transactions that require disclosure in the financial statements.

YOUR EXTERNAL AUDIT FINDINGS

AUDIT ADJUSTMENTS

From our audit work we identified certain proposed adjustments to the financial statements. These have been discussed with Jack Harris and have been adjusted for in the financial statements as follows:

	REVENUE £	ENDOWMENT £
Surplus / (deficit) per pre-audit trial balance	(439,725)	-
Late management adjustments	-	-
Audit adjustments	-	-
OPERATING SURPLUS / (DEFICIT) FOR THE YEAR	(439,725)	-
Transfers between funds	40,679	(40,679)
Gain on investment	501	40,679
NET MOVEMENT IN FUNDS FOR THE YEAR	(398,545)	-

UNADJUSTED DIFFERENCES

Set out below are the unadjusted differences identified from our completed audit procedures which are not considered to be material to the financial statements. We would be grateful if you could review these and confirm to us, as set out in the letter of representation, that you are satisfied that none of these need to be adjusted for in the financial statements on the basis they are not material to the financial statements.

UNADJUSTED DIFFERENCES IDENTIFIED	REVENUE £	ENDOWMENT £
Projected difference for overvaluation of stock based on cost being higher than NRV in cost vs NRV testing	(2,205)	-
Projected difference for undervaluation of stock based on stock quantities in year-end listing being lower than stock quantities as counted at the year-end	3,243	-
Proposed reclassifying journals:		
• Unallocated lodgements allocated post year end to be moved to debtors (£9,727)	-	-
• To reclassify debit balances within creditors to debtors (£6,462)	-	-
TOTAL IMPACT OF UNADJUSTED DIFFERENCES	1,038	-

YOUR EXTERNAL AUDIT FINDINGS





INTERNAL CONTROL IMPROVEMENTS

The charity's management are responsible for the identification, assessment and monitoring of risk and for developing, operating and monitoring the systems of internal control within the charity and for providing assurance to the board of trustees that it has done so.

Our audit work included consideration of internal controls relevant to the preparation of the financial statements in order to design audit procedures that are appropriate for the purposes of our audit engagement, but not for the purpose of expressing an opinion on the effectiveness of internal control. Our audit engagement is, therefore, not designed to identify all internal control weaknesses.

The matters reported below are limited to those areas identified during the audit engagement where internal control improvements are recommended, including any improvements recommended in prior years.



The detailed internal control improvement recommendations, which are set out on the following pages, have been graded based on our assessment of their potential risk to the charity according to the following grading system.

RISK	DESCRIPTION	CURRENT YEAR	PRIOR YEAR
	HIGH RISK: The improvements recommended are so fundamental to the system of internal control and governance that action should be taken immediately to minimise the risk of material misstatement or governance failings.	-	-
	MEDIUM RISK: The improvements recommended have an important effect on the system of internal control and governance such that a lack of action could lead to a material misstatement or governance failing.	-	-
	LOW RISK: The improvements recommended would improve the system of internal control and governance generally in line with good practice, but are unlikely to lead to a material misstatement or governance failing.	2	-
	RESOLVED: The improvements recommended in the previous year which have now been resolved.	N/A	N/A

YOUR EXTERNAL AUDIT FINDINGS

INTERNAL CONTROL IMPROVEMENTS

CURRENT YEAR

RISK	CONTROL WEAKNESS	IMPROVEMENT RECOMMENDATIONS	MANAGEMENT RESPONSES
	<p>STOCK VALUATION</p> <p>During our cost vs NRV testing over stock we noted that one item of stock was being held at a cost higher than its net realisable value, representing an overstatement of the stock value. While the individual value is trivial, a projected error has been raised which exceeds triviality.</p>	<p>We recommend that management ensure the stock valuation is regularly reviewed to ensure that stock is being recognised at the lower of cost or NRV as required by FRS102.</p>	<p><i>We acknowledge and note the recommendation and will review the stock values regularly.</i></p>
	<p>YEAR END STOCK QUANTITIES</p> <p>During our testing over the year-end stock valuation, we noted that there were differences between the quantities of stock counted at the year-end and the final quantities included in the year-end valuation. This resulted in an understatement of the stock value at year-end. While the actual error is trivial, a projected error has been raised which exceeds triviality.</p>	<p>We recommend that management ensure stock quantities as counted at year-end are the final quantities used in the valuation of the stock.</p>	<p><i>We acknowledge and note the recommendation and will ensure that stock values are carefully counted and final quantities are confirmed.</i></p>

THANK YOU

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COOPER PARRY

The logo consists of the letters 'CP' in a bold, white, sans-serif font, centered within a solid red circle. The background of the entire page features a collage of various images including a vinyl record, a person's profile, a clock, and a person with a peace sign, all in a monochromatic red and purple color scheme.

CP