



Oxford Schools Chaplaincy

(A company limited by guarantee)

**Report and Financial Statements
For the period 1 September 2024 to 31st August 2025**

Registered Charity Number: 1140387
Company registration Number: 7448668

Objectives, Activities, Achievements and Performance

The purposes of the charity are, for the public benefit:

- to advance the Christian religion in particular, but not exclusively, in schools; and
- to relieve poverty, suffering and distress among children and young people.

These objectives have been pursued throughout the reporting year as follows:

Personnel

Paul Sparrey and Hemara Earl continued this year as full-time Co-Directors of OSC, with Paul Sparrey as full-time Co-Director, Wellbeing, focusing on developing a programme of mentoring and mental health support alongside Hemara Earl, Co-Director, Development. Her role is to develop our work in sharing the Christian faith with students and staff across the City of Oxford. Jo Curtis was our part-time Office and Volunteers' Administrator, providing office and administrative assistance, and front-line support for Christian Unions and lessons in particular. Jo left OSC at the end of May 2025, and the post was advertised with increased hours. Her replacement is due to start in early September 2025.

Christian Unions (CUs) in schools and the city's FE college continued to be led and supported by the Co-Director, Development across the city, with good attendance from students, and support from Christian staff and OSC volunteers. A series of student-led outreach events has now been rolled out to 4 of our schools. Other outreach events, supported generously by speakers from OCCA, the Oxford Centre for Christian Apologetics, and other organisations, took place. A student leadership course primarily but not exclusively for sixth formers leading CUs in their schools continued to be run, bringing together students from across the city. Parent/staff prayer groups and CU picnic events for young people and their parents were supported in different secondary schools. Easter and Christmas lessons were provided to secondary schools and Year six transition lessons were taken out to 12 primary classes in 10 primary schools. Mentoring and 'Listening Ear Support' was provided to many students, as well as mental health support sessions to small groups.

Further links continue to be forged with schools, and this has resulted in a good number of lessons being delivered. We have again been blessed to see God provide new volunteers to continue to run lessons and wellbeing sessions, but the onus on leading these sessions is increasingly falling to the Directors and Administrator, as volunteer numbers have reduced in line with other similar organisations.

OSC continues a good relationship with outside organisations such as Festive, OCCA, Good News for Everyone (formerly Gideons UK) and is building new relationships with others: Christian Concern, Scripture Union, The Titus Trust, TISCA, and UCCF.

Throughout the year, our staff undertook various online and in person courses to ensure continuing professional development. In addition, the Co-Directors attended annual youth work conferences. The Co-Director, Wellbeing has termly supervision meetings with a school counsellor and networks with others in the Oxford area, as well as with STEP, based in St. Albans. The Co-Director, Development has been growing connections with other Christian Schools Work ministries nationally to share resources and expertise, and co-ordinates the informal Christian Schools Work Network, meeting online three times a year.

The OSC team are supported by a leadership team of five trustees and one special advisor to OSC which meets every term. Our special advisor left the role at the end of May, and an additional trustee joined the team. Meetings of the full trustee body are focussed more at a higher level of oversight. One trustee remains a line manager of the Co-Directors and being responsible for safeguarding issues; another trustee as pastoral care both to the employees and volunteers.

The OSC model is to leverage its activities by mobilising volunteers from local churches. Our volunteer administrator manages a pathway for volunteers who apply to work with OSC which provides an efficient system to ensure appropriate vetting and training both in relation to Safeguarding, Prevent, best practice in schools, lesson content and presentation. A supporter organises our weekly term-time OSC prayer meeting. It continues to remain our objective to grow OSC's activities by increasing the volunteer base, providing good quality training and preparation and supporting their Christian faith journey. We keep our supporters updated with newsletters and updates distributed via email on a regular basis.

Our Office and Volunteers' Administrator supports the Co-directors in managing our policies and procedures, ensuring that these are kept up to date and that we are in compliance. We take our safeguarding responsibilities very seriously and provide safeguarding training to all our volunteers who all undergo required checking. Our safeguarding trustee is Moira Dorey.

Prayer is a fundamental element of OSC. A weekly OSC prayer meeting has continued throughout the year with a small, committed group. Our annual Prayer for Schools Event had representatives of seven schools and twelve local churches. A further four community prayer groups have been established by the Co-Director, Development which have been meeting regularly. Staff prayer groups have also been formed, meeting in schools, and six schools' prayer meetings are now supported. We also held an End of year Thanksgiving and Prayer event in June 2025, a first of it's kind for OSC, with the aim of this becoming an annual event.

Relationships with Churches and Supporters

OSC seeks to partner with all churches in the Oxford area who share our vision. The Co-Director Development has made a number of church visits throughout the year to explain the work of OSC and encourage support. They attended the Love Oxford network meeting of local pastors, to encourage local church support for the work of OSC. We were

supported financially throughout the year by local churches and attracting volunteers and prayer support from many. In supporting Christian Unions in schools, OSC worked together throughout the year with youth workers from many local churches and partner charities. Our staff participate in the Oxford church youth workers' group, 'Soulnet' which is a venue for discussion, ideas, resources and prayer.

Premises

The Parish Church Council of St. Andrew's, North Oxford make available an office for OSC staff in their parish centre at Linton Road, Oxford at no cost. Other rooms in the Parish centre are used for a weekly prayer meeting and for other ad hoc meetings and training events.

Activities

This year OSC staff or volunteers have led 6 weekly Christian Unions (CUs) in 5 senior state schools in Oxfordshire and supported 4 other existing CUs led by teachers or local church workers. We have been leading CUs at Gosford Hill School, two CUs at the Cherwell School, one at The Swan School, The Oxford Academy and at the City's FE College, and provided peripheral support at Cheney School, Spires Academy, Matthew Arnold and Wheatley Park school.

The OSC approach to CUs is that these should ideally be led by the pupils with a school staff member prepared to be present with OSC volunteers/local church support/other Christian agencies to help run them. OSC provides continuity and active support and encouragement for CU leaders and members. This includes help to organise, set up/ provide support for developing termly programmes/ planning leadership succession and training/ teacher liaison/coordinating external support from church youth workers and volunteers/ seeking to resolve issues arising which may be detrimental to the future of CUs.

Our Co-Director, Development has attended weekly at four of the schools, with regular visits to the others; it is a priority to encourage and develop Bible-centred CUs in which both committed Christian students and those exploring the faith can come together in a welcoming, well led (ideally student led, teacher supported) group in every school. A Student Leadership Training Programme has continued for this year for the Sixth Formers (or sometimes younger students) who step forward to lead the CU's, bringing students together from across the city, equipping and encourage them to take a leadership role in their schools and beyond. The Student Leadership group has met three times this academic year.

A pattern of well-advertised outreach events have continued this year in which the existing CU students are able to invite friends and classmates to hear an outside speaker present the gospel and take questions from visiting speakers often after games/quizzes making these events accessible for many. This year approximately a thousand students have attended such events across the nine school sites on different Christian themes: Christmas, Easter, The Problem of Suffering/Evil, War/Victory (and who is the real victor?) Valentine's Day and real love, a Day in the Life of a Christian Barrister, as well as

increasingly popular “Grill a Christian” events in which a speaker will take questions from the floor on any aspect of faith and Christianity.

OSC continues to develop good quality/curriculum friendly lessons on aspects of the Christian faith, presented by OSC staff and trained volunteers from local churches and to find opportunities to present these in secondary schools in Oxford. This year we delivered lessons at Christmas and Easter to Matthew Arnold School, The Oxford Academy and Gosford Hill School, as well as assemblies at Gosford Hill School. Year six transition lessons were delivered to ten primary schools - Beckley, Cutteslowe, Garsington, John Henry Newman, New Marston Primary, Rose Hill School, St. Andrew’s Headington, St. Michael’s Marston, Tyndale School and Wheatley Primary.

The Co-Director, Wellbeing continues to spend two days a week in two senior schools providing listening ear/mentoring support to individuals. With the support of OSC volunteers, nine Kintsugi Hope Youth Wellbeing courses have been delivered, with potential for offering this support to other schools.

Financial Review

Donations and legacies from individuals (£134,439) were significantly greater than the previous year (£78,757). Grant income (£50) was less. Income from churches was increased (£19,793) compared to the previous year (£9,846). Total income for the year was £158,151 an increase of £65,390 on the previous year.

Income is higher than the previous year as a result of a particularly generous one-off £10k from one church and one donor making a donation of £98k. This donation has enabled us to continue to employ 2 directors.

Staff costs were slightly decreased (£1,294) due to our administrator leaving in May and not being immediately replaced. Total expenditure for the year was £88,533.

Overall, there was a surplus of income over expenditure for the year of £69,618 which was added to reserves. Total reserves at the year-end stood at £112,904 largely represented by cash at bank. Restricted funds make up 14% of the reserves.

Reserves Policy

The trustees regularly monitor OSC’s finances and reserves. The trustees regard long term viability to be dependent on achieving a balance between regular expenditure and regular donations from individuals and churches/trusts. This is currently not the case. Our regular monthly expenditure is about £2,300 more than regular monthly income. The reserves provide the shortfall.

Currently the reserves of the general fund represent about 18 months expenditure, which is significantly more than the 6 months that the trustees expect to hold.

OSC’s strategy envisages an increase in personnel. As the reserves are healthy, the trustees would hope to propose to increase staffing.

Structure, Governance and Management

Oxford Schools Chaplaincy is a company limited by guarantee. Its governing document comprises its Memorandum and Articles of Association. Trustees are elected by Members by simple majority or co-opted by existing Trustees for the remainder of the year in which they are co-opted. Trustees must be no less than 3 nor more than 12 in number. One third of Trustees (commencing with last to be appointed) must resign at each annual general meeting. Their names can be submitted for re-election.

Reference and Administrative Details

Name of Charity: Oxford Schools Chaplaincy (no other name used)

Charity Registration Number: 1140387

Company Registration Number: 7448668

Principal Office and Registered Office: St. Andrew's Church, Linton Road, Oxford
OX2 6UG

Names of Trustees (during reporting period)

Kenneth MacRitchie (Chair)

Frances Down (Treasurer)

Moiria Dorey

Rev. Dan Heyward

Mandy Myatt

Names of Directors on date of approval of report

Kenneth MacRitchie

Frances Down

Moiria Dorey

Mandy Myatt

Martin Thornley

OSC holds no property other than office equipment of Schools Worker.

Exemptions from Disclosure: None Claimed

Funds held as Custodian Trustee on behalf of Others: None

Independent examiner's report on the accounts

Report to the trustees of Oxford Schools Chaplaincy (Registered Charity Number 1140387) on accounts for the period ended 31st August 2025 set out on pages 8 to 16 inclusive.

Respective responsibilities of trustees and examiner

The charity's trustees are responsible for the preparation of the accounts. The charity's trustees consider that an audit is not required for this year under section 144 of the Charities Act 2011 (the Charities Act) and that an independent examination is needed.

It is my responsibility to:

- examine the accounts under section 145 of the Charities Act,
- to follow the procedures laid down in the general Directions given by the Charity Commission (under section 145(5)(b) of the Charities Act, and
- to state whether particular matters have come to my attention.

Basis of independent examiner's statement

My examination was carried out in accordance with general Directions given by the Charity Commission. An examination includes a review of the accounting records kept by the charity and a comparison of the accounts presented with those records. It also includes consideration of any unusual items or disclosures in the accounts and seeking explanations from the trustees concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in an audit, and consequently no opinion is given as to whether the accounts present a 'true and fair' view and the report is limited to those matters set out in the statement below.

Independent examiner's statement

In connection with my examination, no matter has come to my attention which gives me reasonable cause to believe that in, any material respect, the requirements: to keep accounting records in accordance with section 130 of the Charities Act; and to prepare accounts which accord with the accounting records and comply with the accounting requirements of the Charities Act have not been met; or to which, in my opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached.

Signed: A Maxfield



Date: 4 April 2026

Name: Ms Anne Maxfield

Relevant professional qualification: MA ACA

Address: 151 Windmill Road, Headington, OXFORD, OX3 7DW

Statement of Financial Activities 31 August 2025

	2025			2024		
	Unrestricted Funds £	Restricted Funds £	Total Funds £	Unrestricted Funds £	Restricted Funds £	Total Funds £
Income						
Donations and legacies	143,689	10,594	154,283	88,306	397	88,703
Income from charitable activities	2,491	0	2,491	2,698	0	2,698
Income from investments	1,378	0	1,378	1,360	0	1,360
Total Income	147,558	10,594	158,151	92,364	397	92,761
Expenditure						
Raising funds	1,017	0	1,017	2,018	0	2,018
Charitable activities	86,973	544	87,516	88,207	376	88,584
Total expenditure	87,990	544	88,533	90,226	376	90,602
Net Movement of funds	59,568	10,050	69,618	2,138	21	2,159
Net Movement of funds						
Balances brought forward at 1 Sept	37,372	5,914	43,286	22,474	18,653	41,127
				12,760	-12,760	0
Balances carried forward at 31 August	96,940	15,964	112,904	37,372	5,914	43,286

All the above results are derived from continuing activities

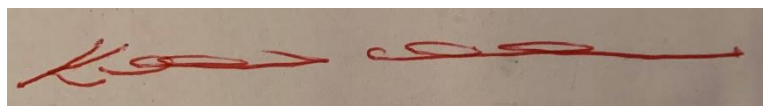
All gains and losses are recognised in the year and included above

Balance Sheet at 31 August 20245

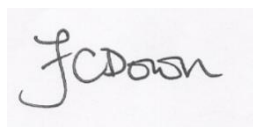
	2025 £	2024 £
Tangible Fixed Assets	0	0
Current Assets		
Debtors (see note 3)	3,269	258
Cash at bank and in hand	110,220	43,648
	<u>113,489</u>	<u>43,906</u>
Creditors: amounts falling due within one year (see note 4)	585	620
Net Current Assets	<u>112,904</u>	<u>43,286</u>
Creditors: amounts falling due after more than one year	0	
Total Net Assets	<u>112,904</u>	<u>43,286</u>
Unrestricted Income Funds	96,940	37,372
Restricted Income Funds (see note 8)	15,964	5,914
Total Accumulated Funds (see note 9)	<u>112,904</u>	<u>43,286</u>

These accounts were approved by the Trustees at their meeting on 28th April 2026 and signed on their behalf by:

Mr Kenneth MacRitchie (Chair)



Mrs Frances Down (Treasurer)



Dated 28th April 2026

Income and Expenditure account for the year ended August 2025

	All income funds 2025 £	All income funds 2024 £
Income		
Donations & Legacies		
<i>Individuals</i>		
Gift Aid donations	18,449	16,127
Non Gift Aid donations	115,990	62,630
	134,439	78,757
<i>Other</i>		
Churches	19,793	9,846
Grants & other organisations	50	100
	19,843	9,946
Total Donations & Legacies	154,283	88,703
Income from Charitable Activities	2,491	2,698
Interest & investment income	1,378	1,360
Gross Income in the year	158,151	92,761
Expenditure		
Raising Funds	1,017	2,018
Charitable Activities		
Staff Costs (see note 5)	81,522	82,816
Ministry Costs (see note 7)	2,344	1,943
Training & Travel costs (see note 7)	2,027	1,865
Other overheads (see note 7)	1,623	1,960
	87,516	88,584
Total Expenditure in the year	88,533	90,602
Net Income before tax for the year	69,618	2,159
Tax payable	0	0
Net Income after tax for the year	69,618	2,159

Statement of Cash Flows for the year ended 31 August 2025

Statement of Cash Flows	2025	2024
	£	£
Cash flows from operating activities		
Net cash provided by (used in) operating activities	<u>65,194</u>	<u>174</u>
Cash flows from investing activities		
Dividends, interest and rents from investments	1,378	1,360
Purchase of property, plant and equipment		0
Net cash provided by (used in) investing activities	<u>1,378</u>	<u>1,360</u>
Change in cash and cash equivalents in the year	<u>66,572</u>	<u>1,534</u>
Cash and cash equivalents at the beginning of the year	43,648	42,114
Cash and cash equivalents at the end of the year	<u>110,220</u>	<u>43,648</u>

Reconciliation of net income / (expenditure) to net cash flow from operating activities	2025	2024
	£	£
Net income / (expenditure) for the year as per the Statement of Financial Activities	69,618	2,159
Adjustments for:		
Dividends, interest and rents from investments	-1,378	-1,360
(Increase) / decrease in debtors	-3,011	259
Increase / (decrease) in creditors	-35	-884
Net cash provided by (used in) operating activities	<u>65,194</u>	<u>174</u>

Notes on the Financial Statements for the year ended August 2025

1. Explanatory notes to the financial statements

Basis of preparation and assessment of going concern:

The accounts have been prepared under the historical cost convention with items recognised at cost or transaction value unless otherwise stated in the relevant notes to these accounts. The financial statements have been prepared in accordance with the Statement of Recommended Practice: Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (2019) and the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102) and the Charities Act 2011.

The charity constitutes a public benefit entity as defined by FRS 102.

The trustees consider that there are no material uncertainties about the charity's ability to continue as a going concern.

2. Accounting policies

a) Income

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

Voluntary Income:

Donations are recognised when received by the charity.

Income tax recoverable on Gift Aid donations is recognised when the donation is received.

Legacies: entitlement is the earlier of the charity being notified of an impending distribution or the legacy being received.

b) Expenditure

Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, it is probable that settlement will be required and the amount of the obligation can be measured reliably.

Irrecoverable VAT is charged against the expenditure heading for which it was incurred.

Notes on the Financial Statements for the year ended August 2025

c) Fund accounting

General Funds (unrestricted) represent the funds of the charity that are not subject to any restrictions regarding their use and are available for application to the general purposes of the charity.

Restricted Funds represent those funds to be used for specific purposes as requested by the donor.

The charity does not usually invest for each fund separately and interest is attributed to the General Fund.

d) Current assets

Amounts owing to the charity at 31 August 2025 in respect of gift aid recoverable or other income are shown as debtors less provision for amounts that may prove uncollectible.

e) Debtors

Trade and other debtors are recognised at the settlement amount due after any trade discount offered.

f) Creditors

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

g) Grants

Grants and donations are accounted for when paid over, or when awarded, if that award creates a binding obligation on the charity.

h) Pensions

Contributions are made to a defined contribution scheme on behalf of the Schools Co-Directors and Administrator and are included in the accounts when payable.

Notes on the Financial Statements for the year ended August 2025

3. Debtors

	2025	2024
	£	£
HM Revenue & Customs re Gift Aid	1,625	258
Other debtor	1,644	0
Total	3,269	258

4. Creditors

	£	£
Pension creditor	585	620
Accruals	0	0
Total	585	620

The charity contributes 5% on behalf of its employees to an auto-enrolment compliant NEST pension scheme. Pension contributions owing to the pension scheme at 31 August 2025 were £585 (2024 - £620).

5. Staff Costs and Trustee Remuneration

	2025	2024
	£	£
Salaries	75,207	77,679
Employers NI	1,916	577
Pension	3,760	3,884
Payroll services	639	676
Total	81,522	82,816
Equivalent full time staff	2.26	2.35

During the year the charity employed 2 full time Schools Directors and a part time (0.35 FTE) administrator until June 2025. No employee's remuneration exceeded £60,000.

The Charity considers its key management personnel to comprise the Schools Directors and a volunteer Trustee, Moira Dorey.

The Schools Directors, who are key management personnel, received total remuneration of £68,780 (2024 - £68,877). No remuneration was paid to any of the volunteer Trustees and no expenses were reimbursed to any of the Trustees during the current or preceding year.

6. Related Party Transactions

The Charity received donations totalling £5,940 (2024: £5,460) from Trustees and connected parties during the year. No restrictions were imposed on the use of the donations which were made to the general fund.

Notes on the Financial Statements for the year ended August 2025

7. Resources Expended Detail

	Unrestricted Funds	Restricted Funds	Total Funds	Unrestricted Funds	Restricted Funds	Total Funds
	2025	2025	2025	2024	2024	2024
	£	£	£	£	£	£
Ministry Costs						
Schools work costs	1,036	0	1,036	655	290	946
Yr 6 Leaving gifts	0	544	544	0	86	86
Hospitality	293	0	293	316		316
Events run	253	0	253	203		203
Miscellaneous (inc DBS)	218	0	218	392		392
	1,800	544	2,344	1,567	376	1,943
Training & Travel Costs						
Training courses costs	1,079	0	1,079	802		802
Travel costs	949	0	949	1,062		1,062
	2,027	0	2,027	1,865	0	1,865
Other Overheads						
Mobile Phone	177	0	177	95		95
Office Costs	216	0	216	140		140
Computing	299	0	299	678		678
Fees & subscriptions	932	0	932	1,047		1,047
	1,623	0	1,623	1,960	0	1,960

Notes on the Financial Statements for the year ended August 2025

8. Restricted Income Funds

Year ended 31 August 2025	Brought forward at 1 Sept 2024	Income in- year	Expenditure in-year	Carried forward at 1 Sept 2025
	£	£	£	£
Fund restricted to :-				
Roadshow costs	132	0	0	132
Laptop Appeal	10	0	0	10
Yr 6 Leaving gifts	0	594	544	50
Benefact Trust	0	10,000		10,000
Chaplaincy TOA	5,772	0	0	5,772
Total Restricted Funds	5,914	10,594	544	15,964

Chaplaincy TOA represents donations made to OSC to further chaplaincy work at The Oxford Academy (TOA) and is being held to support the cost of chaplaincy-related events at TOA.

The Benefact Trust grant has been given to partially fund a new role based at TOA which will deliver mental health support to students at the school. This work had not begun at the end of the financial year.

9. Analysis of Net Assets by Fund

	Unrestricted Funds	Restricted Funds	Total Funds
Year ended 31 August 2025	2025	2025	2025
	£	£	£
Current Assets	97,526	15,964	113,489
Current Liabilities	-585	0	-585
At 31 August 2025	96,941	15,964	112,904

	Unrestricted Funds	Restricted Funds	Total Funds
Year ended 31 August 2024	2024	2024	2024
	£	£	£
Current Assets	37,992	5,914	43,906
Current Liabilities	-620	0	-620
At 31 August 2024	37,372	5,914	43,286