

Company registered number (England & Wales) : 08334622

Charity registration number : 1151733

LINCOLN DIOCESAN BOARD OF EDUCATION
TRUSTEES' REPORT AND FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2020



Report of the Director of Education

The work of the education team of the Lincoln Diocesan Board of Education (LDBE) has continued throughout this year of the pandemic. This has been a time of great uncertainty for the team, for education and for the country and my thanks must go to all staff who, each in their own way, supported both the work of the board and the amazing work done in our schools.

In the spring we furloughed a number of staff but by the new academic year, September 2020, they were all back in work beginning to roll out a programme of support for schools.

All staff continue to work from home attending the office only as needed for activities such as collecting/sending post, printing, accessing files, signing documents.

We have continued to roll out both existing provision, albeit virtually, and new projects including further work on REConnecting Lincolnshire and a working party developing work on justice and inclusion especially around the BAME agenda.

Work continues to complete a whole suite of policies to replace the Lincoln Diocesan Trust Board of Finance (LDTBF) Staff Handbook. These are all going through the appropriate consultation with staff before coming to directors. We had hoped to complete this work by the end of 2020 but could not consult effectively whilst staff were on furlough.

The new academy strategy has been rolled out across the diocese and we have had growing interest from schools and academies in the diocese resulting in one proposed Multi-Academy Trust (MAT) gaining approval from the LDBE and going forward to seek approval from the Regional Schools Commissioner, two current MATs taking on further schools and one standalone academy investigating the possibility of becoming a MAT. Interest in academisation has increased over the year as the pressures of running schools during a pandemic has left some standalone academies and maintained schools feeling isolated and vulnerable.

The generation of income from courses and the SLA has continued to pick up as schools access our services virtually. We have seen an encouraging rise in attendees at courses surpassing the numbers which we would historically expect to see at face to face events. This will shape our offer into future years.

Working from home has been surprisingly effective and popular with the team. Work has begun on using this evidence to look at future working. This will feed into our work on carbon reduction, reduction in travel expenses and improved staff well-being and will influence our choice of office space which is likely to result in an office move in the near future.

Jacqueline Waters-Dewhurst

Diocesan Director of Education

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The Trustees present their report and audited financial statements for the year ended 31 December 2020.

Reference and Administrative Details of the Charity

Name of the Charity	Lincoln Diocesan Board of Education
Company registration number	08334622 registered in England and Wales
Charity registration number	1151733
Trustees	<p>The constitution of the Board of Education and appointment of Directors is described in the section on "Structure, Governance and Management" on pages 18 et seq.</p> <p>Trustees in post at the date of signing of this report are shown on page 25.</p>
Diocesan Director of Education	Ms J Waters-Dewhurst
Contact information	The registered office of the company and principal trading address of the charity with other contact details are shown on page 25 at the back of the Report.
Professional advisers	Details are shown on page 24.

Objectives

Objects as set out in the Articles

**Church schools serving their communities through excellence,
exploration and encouragement within the love of God.**

The Diocese of Lincoln is called to faithful worship, confident discipleship and joyful service and our Church Schools bear witness to our belief that every child is made in the image of God and loved by him. They were founded for the good of their local communities so that children can be educated through the values and stories of Christianity.

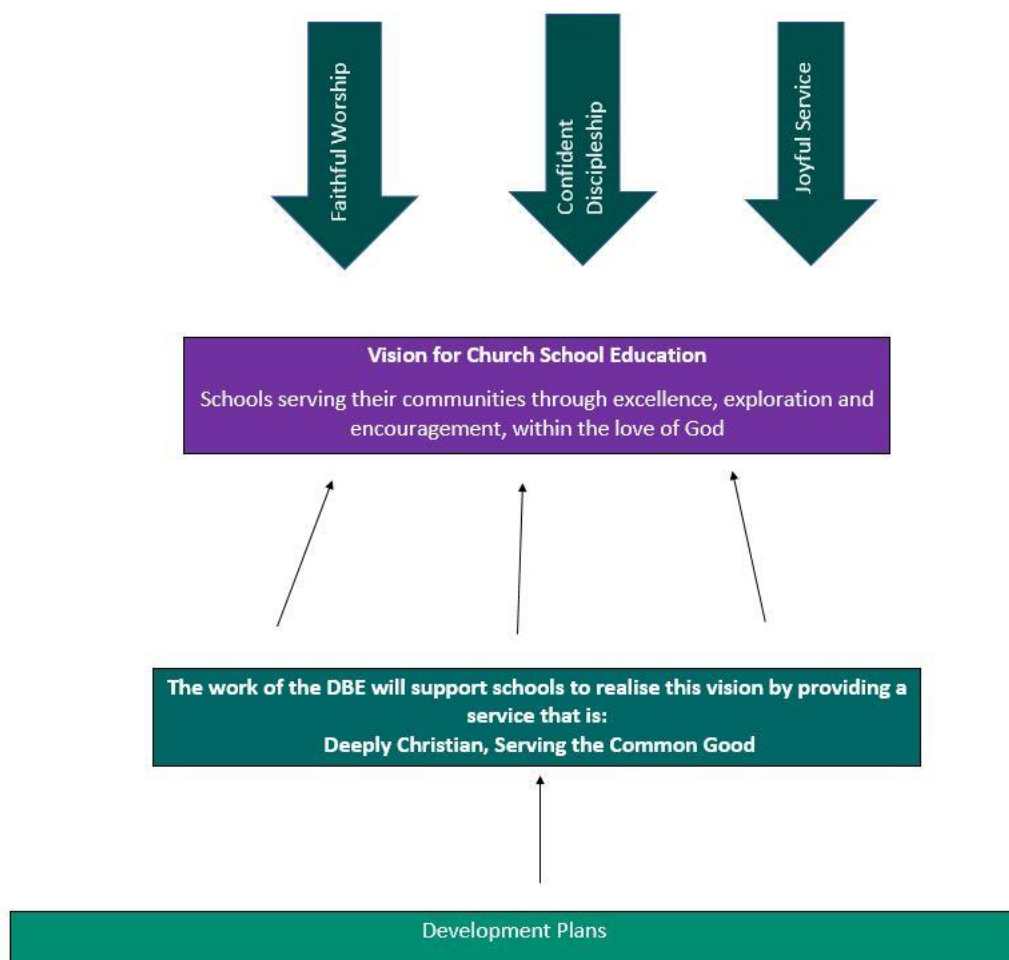
The objects of LDBE as stated in its Articles are:

- 1.1 The Objects of the Board are to promote or assist in the promotion of education for the public benefit of the Diocese
- 1.2 The Objects shall be carried out in accordance with the doctrines and principles of the Church of England

This is consistent as required by The Measure (see "Structure, Governance and Management" on pages 18 et seq.).

Vision and Mission

The LDBE staff team have worked to ensure that our work can be assessed against the vision. The following diagram shows how this is managed. It shows how our work is intrinsically tied in to the LDBE vision, the National vision and the diocesan vision.



Strategy

Team development plans have been drawn up using the vision and mission statements (see above) the needs of the schools, the work of the diocese, the evidence from feedback on last year's provision, the identified risks to the charity and the context of both the area and the national needs of education. These plans are regularly monitored by the Senior Leadership Team and progress is reflected in a strategic overview document which goes to directors.

Public Benefit

In determining which activities the charity will pursue, the Board has had due regard to the guidance on Public Benefit issued by the Charity Commission.

LDBE works with the various partners described on pages 20 to 23 and with the 141 Church Schools within the diocese. Services are generally delivered to schools and to teachers, but the Board and staff are continually aware of the impact of its work on the pupils and students within the schools, then on the wider community.

Risk management

The major risk, to which the charity is exposed, as identified by the Trustees, has been reviewed and systems established to manage those risks.

The plan seeks to address the major risks to the charity which remain as follows:

Losing Church Schools through falling standards/rising targets

The Service Level Agreement and work of the Schools Effectiveness Advisers ("School Improvement") supports schools in maintaining and improving standards.

Lincoln Anglican Academy Trust (LAAT) having insufficient capacity to take in sufficient schools

The new Academy Strategy resulting in up to 5 schools led Majority Church MATs

RE in renewed focus due to changes to the Ofsted Education Inspection Framework

LDBE is actively engaged in the national debate on the teaching of RE and has delivered seven tranches of the Understanding Christianity training programme as well as a significant number of training and support sessions on RE curriculum, assessment and subject knowledge.

Inadequate resourcing to take required action

The school improvement work and courses and conferences programme are moving through the investment and development phase towards being self-funding. LDBE core work is supported by a grant from LDTBF, in turn funded by income from Restricted Education Funds in LDTBF.

Impact of COVID-19

COVID-19 initially prevented income from being generated through courses and other training. This has now been rectified with greater attendance at virtual training than there was for face to face training. The LDBE budget reflects the impact of the pandemic and a prudent set of assumptions before income returns to pre covid-19 conditions. The LDBE still has to mitigate the original lost income and continues to work to reduce costs where possible including looking at more cost effective premises. The LDBE does have income investments it can sell, however their value has dropped and selling the investments would restrict the LDBE's ability to generate dividends in the future and the directors recognise this is not a long term solution.

Activities

LDBE's work can be described in several streams, although in practice these feed into each other:

Diocesan Boards of Education Measure 1991

Our core work is included under this heading. It includes support to the governing bodies of church schools in leadership and in ensuring the excellence of Religious Education. We also help where schools are revising their governing document, federating, joining academy trusts or otherwise considering the way they are constituted.

School Improvement

Primarily the role of the School Effectiveness Advisers is one of support, training and encouragement for school leaders, in response to requests and invitations from schools. Officers have individual specialisms but there is always a degree of overlap and our work is often interchangeable. Our breadth of support and involvement with schools and academies continues to grow and, building upon previous successes; the Headteacher Performance Management and School Improvement Partner programmes.

School effectiveness advisers are as likely to be discussing strategies for accelerating progress in reading and maths across the curriculum as well as developing the quality of collective worship and RE. This shift in culture and expectation is absolutely in line with the Diocesan vision for education: excellence, exploration and encouragement. If all church schools are to be excellent schools then children should be receiving an excellent all-round education. They should be given every opportunity to reach their God given potential.

The Education Development Office role is supporting the parish/school connections as well as enabling further partnerships to flourish with the diocese as well as increasing on line engagement, introducing well-being training for schools and making better use of the website including the publishing of a weekly prayer video.

In 2020 as a result of the pandemic, from March through to July, schools were closed except for key worker and vulnerable children. The focus on school improvement inevitably changed from providing a typical service where we provided support and challenge to improve the quality of church school education for all pupils to a service of supporting school leaders to establish a covid-secure learning environment with systems for remote learning, training and pastoral support for the school community.

From March 2020, it was not possible to carry out school based visits or face to face training events. OfSTED and SIAMs inspections were stopped. School development plans changed and head teachers no longer prioritised training such as preparation for OfSTED, curriculum development and improving academic outcomes.

From March to the end of July, it was necessary to furlough the Senior School Effectiveness Adviser, Education Development Officer (EDO), the Events Coordinators and the PA as the demand for our normal school improvement services had declined.

During the late Spring and summer months, the RE and SIAMs adviser primarily continued to support RE leaders through virtual means and the Deputy DDE provided virtual support to heads and governors through the Service Level Agreement programme and governor networking meetings. School leaders and governors welcomed the opportunity to discuss their risk assessment plans, remote learning plans and support for vulnerable pupils. They also valued the wealth of resources on the website that the EDO had previously developed to support them with developing mental health and well-being of staff and pupils. The governor networking meeting in June 2020 was well attended when compared to previous years. Governors stated they found the virtual training and support more accessible than the central based face to face training that has been in Lincoln.

From August 2020, the school improvement team returned from furlough and met to revise and develop the school improvement programme. We have successfully planned and delivered a virtual training offer through to the end of year, covering a range of topics including developing leaders and governors, mental health and well-being, RE and RSHE. We carried out Headteacher Performance Management reviews for many heads and we conducted a number of Service Level Agreement visits. We have resumed the joint strategy school improvement meetings with the Local Authorities as we try to move from the 'recovery' phase in schools.

Courses, conferences and festivals

The impact of the pandemic severely impacted on the number of events that LDBE planned to run. LDBE continues to insist on top quality leaders and speakers for our portfolio of big conference events and key training courses which give our events programme a solid base. At the start of 2020 the locally delivered regional sessions continued to grow in popularity and bespoke training for individual or small groups of schools was also popular.

From September 2020 all of these sessions became virtual, and again we have seen the popularity of this way of delivering sessions grow, also allowing for more sessions to be held now travelling time is no longer a factor.

Topics for training events include in addition to RE and Christian distinctiveness and Collective Worship courses, training related to pupil and staff mental health and well-being, preparing for Ofsted and SIAMS inspection, Governing Body training and networking and support for schools leaders.

The four Church School Festivals for infant, primary and secondary schools were put on hold in 2020 due to the national restrictions and this will be revisited for 2021 and the Church School's Carol Service was completed online. These festivals provide a spiritual experience for pupils to work together in Lincoln Cathedral.

Achievements and performance

The Big Picture

The Joint Work Plan

The Work Plan provides focus for the work of the Education department within the Strategic Plan. Officers are able to focus their work to meet the objectives set by directors.

Understanding Christianity training has reached over 80% of all church schools in the diocese, including all schools in the Lincoln Anglican Academy Trust. A growing proportion of community schools are also engaging with the training programme, especially since the resource was cited as one way of ensuring compliance with the Christianity elements of the new Lincolnshire agreed syllabus for RE. In addition to this, significant RE subject knowledge training has been provided to both church and community schools in response to the new Lincolnshire agreed syllabus in previous years for RE and the changes in the SIAMS evaluation schedule (2018) and the new Ofsted Education Inspection Framework (2019). The need to meet changing circumstances during the pandemic has meant that all RE training and support has moved to a virtual delivery. As a result, the Diocesan RE Adviser has been able to offer training and support to a wider number of church and community schools across the region

Education

SIAMS inspections

From January to March 2020, there were eight inspections, three were graded to be 'excellent' and five were judged to be 'good'. From March 2020, all SIAMS inspections were stopped due to the pandemic. The main SIAMS adviser also retired in August 2020. However, the education team have continued to provide SIAMS support and training for schools through virtual courses and SLA visits. The LDBE has also supported the RE adviser, Senior School Effectiveness Adviser and some leading church school heads to engage in inspector training.

School leadership

Partnerships

The pandemic of 2020 has not prevented the diocesan education team from working closely with a variety of organisations to support church schools. Partnership with the Local Authorities have taken place through virtual meetings which have been productive in providing collaborative support and advice to schools. This year, the

Deputy DDDE was invited to join the LA education resilience team for North Lincolnshire and the Strategic Education Group (SEG) for Lincolnshire.

At any one time, there are around 40 schools in vulnerable situations for reasons such as Ofsted judgements, declining standards and leadership incapacity. Officers have met with representatives from the schools' leadership team, Local Authority, DfE, teaching schools, HMI and Ofsted to provide tailored appropriate support.

The Diocesan Education Team has continued to develop partnerships with a range of independent consultants to provide specialist support for schools. Our working partnership with Literacy and Maths consultants have continued and we now have a new working partnership with a Psychotherapeutic Counsellor. Feedback from schools shows they welcome the Education Team brokering this support.

Support for Schools

Service Level Agreement

In 2020, 116 (82%) of all Church of England schools chose to subscribe to the Diocesan Service Level Agreement (SLA) (2017 – 121, 2018 – 122, 2019 -124). A Diocesan Officer or a Diocesan Associate Adviser (who is usually a current serving Headteacher) makes an annual SLA support visit to every school. These visits, many in a virtual setting for 2020, have enabled the team to have a clearer insight in to the schools' strengths and areas for future development. Through these visits the team have been able to celebrate successes with the schools, identify and share good practice and provide appropriate support.

Schools in Focus

Due to the pandemic, the withdrawal of formal examinations and the inability to visit schools since March 2020, it has been more difficult to monitor and support schools considered to have a 'vulnerability' be that related to standards, leadership, sustainability etc. We have however maintained regular contact with LA Locality Leads to share information and provide collaborative support to schools in focus. We have provided virtual pastoral meetings and phone calls to help school leaders' deal with the logistical challenges related to navigating the school through the pandemic. From September, joint strategy meetings with the Lincolnshire LA and schools have resumed. Without data from exams and first hand evidence from physical visits, the challenge to obtain robust and secure information to support schools at this time remains a challenge. School leaders are also encouraged to contact the Diocese for support when they need it.

Headteacher recruitment

At the peak of Headteacher recruitment season (March 2020), the pandemic hit and several recruitment processes were postponed. This was due to governors being unable to run a face to face interview day and some candidates being unable to attend interview due to personal circumstances. Retiring Heads generously agreed to delay their retirement so that governors could hold the interview days in September. In total, the LDBE team has supported seven schools to recruit a new head this year. These were done with some activities on line and all activities in accordance to a risk assessment. The induction programme this year will include virtual training and support from the team. The commissioning services will happen when restrictions are lifted.

Religious Education

Partnerships

The RE Adviser from LDBE (Gillian Georgiou) attends Standing Advisory Council for Religious Education (SACRE) meetings in Lincolnshire, North Lincolnshire and North East Lincolnshire. In addition, she works closely with the Local Authority RE Adviser for Lincolnshire and with staff at Bishop Grosseteste University on their regional RE hub meetings. She has provided training on Religious Education for Schools Direct, Primary PGCE, LEAD Equate Teaching School Alliance and East of England SCITT groups. Gillian runs a regular series of regional RE networking meetings that are affiliated with the National Association of Teachers of RE (NATRE). These are open to all schools and academies in line with the requirements of the LDBE Measure in relation to RE.

As well as this active support and promotion of high quality RE within the Diocese, Gillian Georgiou works regionally and nationally. She is a member of the Church of England Education Office's RE Working Group and a representative of the Archbishop's Council on the RE Council of England and Wales. In addition to this, Gillian has continued to publish her writing, including a co-authored chapter in Dr Mark Chater's new book on the future of RE, published early in 2020. She has also joined the Editorial Group of Grove Education and the Education Committee of the Faith and Belief Forum. During this year, Gillian has started working as a supervisor for the Farmington Scholarship (Farmington Institute, University of Oxford) and as a mentor on the Stage 2 Leadership Programme offered by the Culham St Gabriel's Trust. Gillian continues to work with colleagues in three other Dioceses to produce guidance materials and training on RE curriculum design for Church of England schools and academies around the country.

This work forms the basis of her support of teachers and subject leaders around the Diocese of Lincoln.

Work with schools

A Diocesan Board of Education should "promote or assist in the promotion of religious education and religious worship in schools in the diocese" (LDBE Measure, 2.1a). Gillian delivers 16 RE networking meetings annually around the Diocese of Lincoln. These are free and open to all teachers and subject leaders of RE (both church and non-church). She produces three newsletters and runs social media accounts on Twitter and Facebook to keep in touch with RE teachers, subject leaders and other professionals around the country.

The courses and conferences programme includes training sessions on teaching different religions, designing an RE Curriculum and other relevant topics. Bespoke training is also frequently requested. Gillian also provides support for teachers taking on the role of RE subject leader, as well as supporting head teachers and governors in their monitoring of RE. She is also working with colleagues to support schools to develop their distinctively Christian vision and monitor their effectiveness as church schools using the new SIAMS evaluation schedule. This includes working with schools to ensure they are meeting the expectations of the updated Church of England Education Office's *Statement of Entitlement* for Religious Education (2019). In addition to this, Gillian has delivered keynote and workshop sessions at conferences accessed by teachers within and beyond the region.

Work beyond schools

Gillian is currently working with a variety of collaborative partners, including Shooting Fish Theatre Company and cultural solutions UK, to deliver the third phase of *REConnecting Lincolnshire* project. This project has received grant funding from the Big Lottery, The Mercers' Company, Westhill Endowment Fund, Culham St Gabriel's, the Johnson and Mukherjee Brothers Fund, the Community Collaboration Fund, amongst others. The Covid 19 pandemic had an impact on the original outcomes of this work; as a result, Gillian worked collaboratively with colleagues in the creative arts to produce an education pack offered via the project website:

<http://www.reconnectlincs.co.uk/educationpack.html>. This education pack offers curriculum-related materials, including for RE, that can be used in the classroom or as part of home/remote learning. Gillian will be working with the project team to hold a national virtual symposium in 2021. She has also been participating in a series of discussion events organised by Culham St Gabriel's in order to disseminate the work of the project.

Bishop's Visitors

The Education team tries to ensure that each school has a Bishop's Visitor. During 2020 there were 3 resignations (1 passed away) and 5 new appointments. (2019 - 5 resignations and 11 new appointments, 2018 – 7 resignations and 9 new appointments). At the end of the year, there were 69 Bishop's visitors at 81 schools (2019 - 67 Bishop's visitors at 84 schools, 2018 – 65 Bishop's Visitors at 85 schools). In 2020 a number of Bishop's Visitors attended more than one school.

School Improvement

School Reviews and general school work

Due to the pandemic, the demand for school reviews declined in 2020. Those which did take place were undertaken to establish readiness for inspection, be that Ofsted or SIAMS, to highlight areas of strength and areas for development. Before covid restrictions were imposed, the SEA carried out reviews by working with the Headteacher to review key documentation such as development plans and data, undertook a visit which included interviews with governors and staff and lesson observations and then issued a written report. Later in the year, the SSEA was requested to carry out reviews on leadership / governance and these have been conducted virtually. Schools have found the reviews to be robust and effective but also encouraging and supportive.

We have carried out a number of bespoke training sessions. Topics have included developing a Christian vision, developing middle leaders and understanding governor roles and responsibilities. Other areas of school support and input have been :

- Advice when writing the school evaluation form and action plan.
- Develop remote education plans.
- Developing the learning environment.
- EYFS (Early Years Foundation stage) enhancement.
- Guidance for governing bodies in relation to fulfilling core functions
- HTPM (Headteacher Performance Management) – the review of the previous year's targets and setting new targets, plus mid-year reviews.
- School Improvement Partner work.

- Working with the local authority – LA schools in focus review meetings, school improvement work in partnership with Locality Leads
- Working with National and Local Leaders of Education to develop bespoke packages of school improvement.

Church School Distinctiveness and Statutory Inspection of Church Schools (SIAMS)

The LDBE team have continued to provide the support schools need to further develop an effective and distinctive Christian character. This year, there has been a focus on developing a Christian vision for their schools. Support and training has been provided to help school leaders and governors to develop and embed a vision that is rooted in theology in line with the Church of England and Diocesan vision for education and meet the needs of the community. This focus on vision this year has been particularly powerful for many schools as they have used this to steer through the challenges of the pandemic and provide wisdom, hope, dignity and community for their stakeholders. With the LDBE training offer in place and the schools increasing engagement in virtual training, schools are well placed to further develop their Christian character and be successful at their next inspection.

This year in response to requests from schools the team has:

- Provided SIAMs training and support for school leaders and governors;
- Developed resources and training for collective worship;
- Focused professional dialogue at SLA visits on developing Christian character;
- Delivered a RE bundle of training as well as RE cluster meeting and surgeries.

Courses, Conferences and Festivals

625 delegates attended a total of 48 training events in 2020, some of these courses were repeats at different times to accommodate schools working under national restrictions (2019- 1,066 delegates at 49 events, 2018 - 787 delegates at 52 events , 2017 - 731 delegates at 53 events), preparing for the new SIAMS framework the most significant change year on year. The programme of courses, conferences and training opportunities is usually reviewed annually and aimed at a range of stakeholders including senior leaders, governors, teachers, RE subject leaders, support staff, Bishop Visitors and clergy. This year, since March 2020 it is being reviewed termly to accommodate if schools are open or partially open and from feedback we are getting from schools working under current restrictions.

The chart on the following page provides details of the range of courses in 2020 and the school Festivals and the number of delegates at each one.

In March 2020, following government guidelines on covid, LDBE cancelled training courses and events. In July 2020 trials of online courses were undertaken and since September 2020 all courses and events that are able to be, are done virtually.

01 January 2020 to 31 December 2020	Number of Events	Total delegates
SIAMS Schedule Training	1	18
Mental Health First Aid	1	7
Ofsted toolkit for Governors	1	16
Headteacher Development Day	3	21
RE Cluster Meetings	4	69
Maths Leaders Training	2	21
RE Surgery	3	16
Collective Worship	2	28
RE Assessment	1	26
RSE in Schools	1	29
Learning the Language of SIAMS	3	49
Teaching Islam	1	11
English Leaders Training	1	8
How to Support Children Through Bereavement	1	19
Governor Roles and Responsibilities	1	27
Governor Network Meeting	3	60
Developing Senior Leaders in Church Schools and Academies	1	7
RE Subject Leadership	2	10
RE – Using a knowledge organiser	1	8
RE Bundle	6	42
Supporting Staff wellbeing and Mental Health	1	15
Ofsted for Toolkit for Headteachers	2	22
Maths DfE Guidance	1	10
Diocesan Training for Members of Academy Trusts	1	15
Bishop Visitor Conference	1	28
Bishop Visitor Regional Meetings	3	43
Sub Total – Courses & Training		625
Church School Festival	0	0
Infant Day Festival	0	0
Secondary School Festival	0	0
Church School Carol Service	1	undetermined
Sub Total – Church Schools Festival & Carol Service		0
Grand Total		625

In addition to central training, the team has provided the equivalent of school based training for individual schools and collaborative partnerships virtually.

Schools' capital (2020)

22 of the Church Schools in the Diocese of Lincoln, including 2 in North Lincolnshire, were Voluntary Aided (VA) status at the beginning of the year. The capital funding programme changed on the 01 April 2020 where the School Condition Allocation (SCA) grant replaced LCVAP. The Department of Education (DfE) commissioned a conditional survey report for every school, identifying the most urgent areas of work. The report would then be used to prioritise and allocate the SCA grant.

The SCA grant for VA schools is paid directly to the Diocese rather than managed and administered through the local authority. A Diocese needed to meet a certain criteria in terms of the number of VA schools or children attending based on the Pupil Allocated Numbers (PAN). LDBE met the minimum requirements and now partners with the Diocese of Sheffield to pool resources and share knowledge. LDBE received the total SCA grant allocated as to both Diocese as the lead partner. The funds to be prioritised across both diocese based on conditional survey reports.

LDBE Finance & Administration Committee approved detailed surveys to be commissioned for all VA schools through a tendering process. LDBE surveys were completed by the autumn and projects prioritised in November 2020. The majority of the 2020/21 SCA grant will be spent in 2021 for both Dioceses. The grant is available to be spent over a two-year period compared to one under the LCVAP.

The conditional surveys identified roof repairs and boilers as a key priority areas across both Dioceses and this is where the grant will be spent in due course.

The SCA grant is received into the LDBE bank account, the same process as LCVAP. The contracts remain between the Governors and the suppliers and for the grants between the Governors and the DfE. The LDBE income and expenditure are not included in the Statement of Financial Activities for the charitable company. Note 12 to the Financial Statements discloses the amount of grant involved.

LDBE accounts continue to show a fee charged to the schools for administering the funds and completing the relevant returns to the DfE.

Site Trusts

Site trustees hold the school buildings and playground on trust for education in accordance with the principles of the Church of England. In many cases, the trustee was Lincoln Diocesan Trust and Board of Finance Limited (LDTBF), but often the Vicar and Churchwardens of the parish were appointed and sometimes a local charity is the Trustee, or the land, rather than being freehold, is leased.

Under the Transfer Agreement of 2018, all LDTBF site trusts and custodian trusteeships have transferred to LDBE. To ensure the directors of LDBE, as trustees of the sites, are made aware of site matters – these are presented to the Finance & Administration Committee, and ratified by the full board.

During 2020 we have continued the exercise to ensure that all such trusts and land holdings are in order.

The table below indicates the types of trusteeship, and number of schools included in each category –

Trustees

- | | |
|---|----|
| • Lincoln Diocesan Board of Education (LDBE) - | 60 |
| • Lincoln Diocesan Trust Board of Finance (LDTBF) - | 1 |
| • Vicar & Churchwarden - | 47 |

• Charity / Committee -	16
• Archdeacons -	4
• Lease Interest -	3
• No Trustee -	4
• Orphans -	2
• Unknown -	4

Custodian Trusteeships

• LDBE Custodian Trusteeships -	20
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The category 'Orphan' is used to indicate sites where work is needed with the Charity Commission; essentially, these are sites where the trustees no longer exist. It is hoped these can be brought into LDBE's trusteeship.

Four sites remain completely unknown; work is ongoing – but it is possible that all routes may be exhausted without success. In such cases, work with the Charity Commission to determine a trustee will be needed.

Closed Schools General Purpose Reserve Fund

This is a Restricted Fund of LDBE; its purpose is to support Christian education within the Diocese of Lincoln. During the year grants of up to £500 totalling £3,645 (2019 - £8,811) were made to individual schools. There were fewer applications submitted for approval in 2020, most likely cause the impact of the covid pandemic.

The 2020 budget had Board approval to transfer £20,000 recorded as part of the grant income, from the fund to support the Schools Improvement programme.

Financial Review

Reserves policy

The Directors of LDBE considered the reserves policy at the Finance and Administration Committee in November 2020 and agreed to hold reserves equivalent to 12 months of operating costs.

At the end of the 2020 financial year, the total reserves has been reduced to £5,983,040 with unrestricted accounting for £922,060 and restricted £5,060,980.

Income

- The company's significant income sources are investments and properties held under the Uniform Trusts along with delivering courses, conferences and training primarily for school teachers and governors. Both income areas suffered due to the impact of covid since March 2020, the start of the first national lockdown.
- Income generated from investments, particularly those in equities where companies cancelled or reduced dividends for 2020, were lower than budgeted. Going forward LDBE is considering adopting a total returns policy with the intension of providing a more stable level of income compared to the fluctuation associated of equities.
- Training events planned from the start of lockdown in March through to June 2020 were cancelled with only a limited online provision until the end of the 2020/21 academic year in July 2020. In September 2020, all training was been promoted and advertised to be delivered in an online forum, the numbers participating was encouraging with number of attendees.

- The LDTBF currently provides a £100,000 grant subject to a triennial review shown under Note 2 as part of the Other Grants, General Funds.

Expenditure

- The company employed 10 people and 1 further post under secondment agreement at the beginning of 2020. At the end of 2020, LDBE employed 9 members of staff. One employee on a fixed term contract retired and has not been replaced. The secondment was furloughed at the start of the first national lockdown in March 2020 and it was decided the position could be made redundant at the end of 2020. The redundancy costs are shown under note 7 Staff Costs.
- Staff costs remain the largest area of expenditure. Four members of staff were furloughed during the year for different periods of time. The furlough grant received is shown separately in Note 2. LDBE continued topping up staff pay above the minimum 80% or £2,500 threshold available under the government furlough scheme.
- When first national lockdown was announced in March 2020, LDBE employees worked from home, the office was closed reducing operating costs to offset against some of the lost income. No face to face training after the March lockdown and moving to the online forum from September 2020 reduced travel costs and freed up LDBE employees time. This allowed LDBE employees to deliver training where in the past external consultants would be used. LDBE is identifying ways of working during the pandemic that can be incorporated as normal practice to reduce recurrent operating costs basis.
- The Church of England and Dioceses are looking to reduce their carbon footprint and the reducing travel costs and using less fuel and materials at the office is one step in the right direction.
- Expected annual operating costs in future years are forecast at circa £700,000.

Based on the above in the context of the current economic and political environment, the Charity will aim to hold free reserves equivalent to 12 months of operating costs, in line with the reserves policy, based on the figure above of circa £700,000. At the 31 December 2020, the general funds stand at £922,060 ratio of 1 : 1.32 of operating costs.

The Directors note that in the current five-year plan, maintaining free reserves equivalent to 12 months operating costs, may not be possible every year.

12 months ago, Directors requested clear plans be developed to reduce the deficit. The latest budget plans show recurrent savings have been achieved. However income is not expected to reach pre covid levels in 2021 and the deficit increases when compared to the previous plan. The deficit reduces year on year from 2022 as it assumes improved economic prospects and further costs reductions implemented. Surplus assets are sold and when the funds are released by the Secretary of State, the proceeds will be invested through the LDBE investment managers to generate additional annual income. This injection of cash will further reduce the deficit, it is difficult to predict when the proceeds will be available.

The directors are satisfied the reserves at 31 December 2020 are sufficient and the policy will be kept under review and revisited in 12 months' time. The review will compare 2021 performance against budget, income assumptions in future years, any sale proceeds from properties invested, cost reduction plans and their implementation and the forecast impact on the reserves.

Principal funding sources

The Income and Expenditure Account shows Grants for the year totalling £209,246 compared to £470,917 in 2019 which included £268,228 from the sale of closed school sold by the LDTBF where the proceeds belong to LDBE.

The investments generated £161,418 of income compared to £221,398 in 2019. The effects of covid on financial return on the LDBE investments strategy.

Fees are charged for School Improvement work and for attendance at courses, conferences and festivals. Income from these activities is being developed and reviewed to ensure LDBE offers courses relevant to the schools to enhance their performance. The total income earned from fees charged is shown in note 3.

The Closed Schools General Purpose Reserve Fund receives income from investments which must be spent or granted in accordance with the terms of the fund. This is the Restricted Fund of the charity.

Plans for future periods

The need for Multi Academy Trusts for church schools continues as more schools are faced with the challenge of greater expectations, new Ofsted frameworks and falling income as well as the challenges brought about by the pandemic. The new LDBE strategy will ensure that there are sufficient Majority trusts with the ability to not only provide economies of scale to support training budgets and effective school support to improve standards but can also protect and develop the Christian foundations on which the schools sit. The board will continue to work with groups who are willing to develop such organisations; providing support via advice, project management and networking opportunities.

Factors affecting our success

All church schools are subject to UK law and quality standards. The many and substantial changes over recent years are therefore significant to LDBE, as to other DBEs:

- Government policy (national level) directly impacts our work
 - Regional Schools Commissioner
 - Teaching School Alliances
 - Changing school improvement funding streams
- Ofsted framework
 - Curriculum expectations
- National Church policy
 - Understanding Christianity
 - the new SIAMS framework
- Economic climate
 - Restrictions on budgets for the Board itself and for schools
 - New funding formula
 - Covid-19
- The new Measure
 - The New Measure is going through Synod at the present time – this may have a bearing on some of our work and may broaden our areas of responsibility.

Lincolnshire in particular is working under constraints of its geography, bringing challenges in the areas of staff appointments, particularly at senior level and of interfaith tension. These are being addressed strategically by the Board of Education.

Statement of Trustees' Responsibilities

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

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgments and accounting estimates that are reasonable and prudent;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in operation.

The Trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the charitable company's transactions and 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.

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.

Disclosure of information to Auditor

Each of the persons who are Trustees at the time when this Trustees' report is approved has confirmed that:

- so far as that Trustee is aware, there is no relevant audit information of which the company's auditors are unaware, and
- each Trustee has taken all the steps that ought to have been taken as a Trustee in order to be aware of any information needed by the company's auditors in connection with preparing their report and to establish that the company's auditors are aware of that information.

In preparing this report, the Trustees have taken advantage of the small companies exemptions provided by section 415A of the Companies Act 2006.

This report was approved by the Trustees on 8th June 2021 and signed on their behalf by:



Rt Revd Nicholas Chamberlain, Bishop of Grantham, Chair of Trustees

Structure, Governance and Management

Diocesan Boards of Education

The Diocesan Boards of Education Measure 1991 states

For every diocese there shall be a Diocesan Board of Education. . .

The functions of the board shall be – (a) to promote or assist in the promotion of education in the diocese, being education which is consistent with the faith and practice of the Church of England.

The Measure is the regulatory framework for all Diocesan Boards of Education. It stipulates how the Board which oversees the work of the Director of Education will be appointed:

The Bishop

2 persons appointed by the Bishop, being suffragan or assistant bishops or archdeacons

At least 14 but not more than 18 elected every three years by the Diocesan Synod

2 persons nominated by the Bishop

At least 4 but not more than 8 co-opted by the Board.

Members of the unincorporated Diocesan Board of Education became the first Members and Directors of LDBE on incorporation in 2013 and the company became active on 1 January 2014. Triennial elections to Diocesan Synod were held in 2018, followed by election of Members of LDBE.

Committees of the Board

The Board delegates closer involvement in the work of LDBE to two committees, Learning & Development (11 members), and Finance and Administration (8 members), each supported by a designated Officer. A Committee will be quorate if at least 40% or five Members are present. In addition, the Director of Education or her Deputy must be present.

Trustees

The Trustees who have served at any time during the year or who were in post at the date of signing this Report are noted below:

Surname	Forename(s)	Date appointed	Date retired	Committee	Appointment
Adnitt	Michael Iain	01/01/19		F&A	E
Bacon	Julie Kathleen	21/11/20		L&D	E
Barron	Sonia Patricia	01/01/16		L&D	E
Beverley	Joan Hilary	01/01/16		L&D	E
Chamberlain	Nicholas Alan	21/01/16		n/a	BN
Clements	David	01/01/19		F&A	E
Dodd	Andrew Patrick	23/06/15	21/05/20	F&A	E
Edwards	Cherry Anne	01/01/16		L&D	E
Edwards	Sheridan	12/03/20		L&D	CO-OPTED
Ely	Sonya	12/03/20		L&D	CO-OPTED

Surname	Forename(s)	Date appointed	Date retired	Committee	Appointment
Fisher	Nicolete	16/12/13		F&A	E
Green	Denise Penelope	01/01/19		L&D	E
Hicks	Garth	29/01/19	27/05/21	F&A	CO-OPTED
Johnson	Philip Anthony	07/11/15		L&D	E
Kyle	Martin James	10/10/19		L&D	CO-OPTED
Lowson	Christopher	18/12/12		n/a	EX-OFFICIO
Machell	Georgina	07/05/19		L&D	CO-OPTED
Marsden	Gregory	29/01/19		L&D	CO-OPTED
O'Hern	Jon Erik	10/11/17	31/12/20	F&A	E
Robb	Jayne Elizabeth	01/01/16		F&A	E
Snelling	Nicola	21/11/20		L&D	E
Steadman	Mark	21/01/16		F&A	BN
Warrick	Alison	01/01/16		F&A	E
Whiteoak	Daphne	12/03/19		L&D	CO-OPTED

F&A – Finance & Administration Committee

L&D – Learning & Development Committee

E – Elected by Diocesan Synod

BN – Bishop's Nomination

Remuneration of Key Personnel

LDBE officers and staff are all employees of the LDBE and become a key responsibility of the Directors. The Finance & Administration Committee will make a recommendation to the Board on pay awards using the previous 12 months CPIH statistics as a guide.

Induction and training of Trustees

Members are supplied with a Directors Induction Pack, which includes the Measure, the Memorandum and Articles of Association. Members also received Charity Commission guidance on the Responsibilities of Trustees on appointment. In reporting to the Board and Committees, Officers ensure that they provide sufficient background information and explanations to enable Members to make informed decisions.

Conduct of Business

The full Board meets four times a year. It is responsible for ensuring that the charitable company complies with the requirements and regulations outlined above and that it works efficiently and effectively to further the diocesan vision for education. Board members are volunteers.

The Board delegates business to two sub-committees. Committee responsibilities are broadly as follows:

Finance and Administration Committee	Reviews budgets and forecasts for the company and monitors financial results. Oversees the implementation of policies and procedures, processes and systems.
Chair: Mr J O'Hern	Supervises the appointment process for Foundation Governors and Academy
Members: 8	

Learning and Development Committee Chair: Mr G Marsden Members: 11	Monitors school effectiveness Considers school place provision Produces strategy around teaching and learning particularly of RE
Standing Committee	Will meet when the Diocesan Director of Education or Chair of the Diocesan Board of Education decides that there is a decision that needs making which is too urgent to leave until the next Board meeting.

The Board has delegated day to day management of the charity to the Diocesan Director of Education and their team. During 2020 this included:

Education Officers	Deputy Diocesan Director of Education
School Improvement Officers	Three Schools Effectiveness Advisers
Courses and conferences	Education Development Officer Events organiser
Core support staff	PA to the Director and Deputy Director and Office Manager Finance & Operations Manager Two Administration Officers

Within a small team it is often the case that we are working across different activities and helping each other.

Charitable company

Until 31 December 2013, the Board of Education of the Diocese of Lincoln operated from within the Lincoln Diocesan Trust and Board of Finance Limited (company registered number 97256, charity registration number 249355). With effect from 1 January 2014, operations transferred to a new company, limited by guarantee, which is also a registered charity.

The governing document of LDBE is its Articles of Association. The Board must also comply with The Measure, with company and charity law.

Working partnerships : related parties

LDBE is not part of a "group" of companies, but it has close operational and financial links with certain other bodies, as noted below.

Lincoln Diocesan Trust and Board of Finance Limited (LDTBF)

LDBE works closely with LDTBF. The Diocesan Director of Education attends Heads of Department meetings as well as being a member of Bishop's Staff. LDBE rents serviced offices from LDTBF.

The two organisations have a data sharing agreement which is GDPR compliant and allows us to work together to further the work of the schools and parishes.

Lincoln Anglican Academy Trust (LAAT)

LAAT acts as the “academy arm” of LDBE, taking in church schools that desire or require membership. At the end of 2020 there were 16 schools and 2 further schools with academy orders. The Diocesan Director of Education is also the CEO of the LAAT and safeguards are in place to ensure conflict of interests is managed appropriately.

The relationships between LDBE, LDTBF and LAAT are shown in Diagram 1 below.

Working partnerships : wider network

Diocesan Education Officers are members of numerous networks meeting regularly to share good practice with colleagues from other Dioceses and the Church of England Education Office.

The LDBE works closely with Lincolnshire, North Lincolnshire and North East Lincolnshire Local Authorities, the Lincolnshire Learning Partnership, the Teaching School Council, Ofsted, the Department for Education and the Regional Schools Commissioner’s Office to support church schools and academies in the Diocese.

Every church school sits within a parish. The LDBE supports schools to develop a strong and fruitful relationship with the parish.

Some of these relationships ensure officers keep up to date with new initiatives in order to provide appropriate support and advice to schools. Some are about influencing policy and others about working in partnership to ensure schools get a cohesive and relevant offer.

Table 2 below shows how we work with other organisations.

Diagram 1 : Relationships between LDBE, LDTBF and LAAT

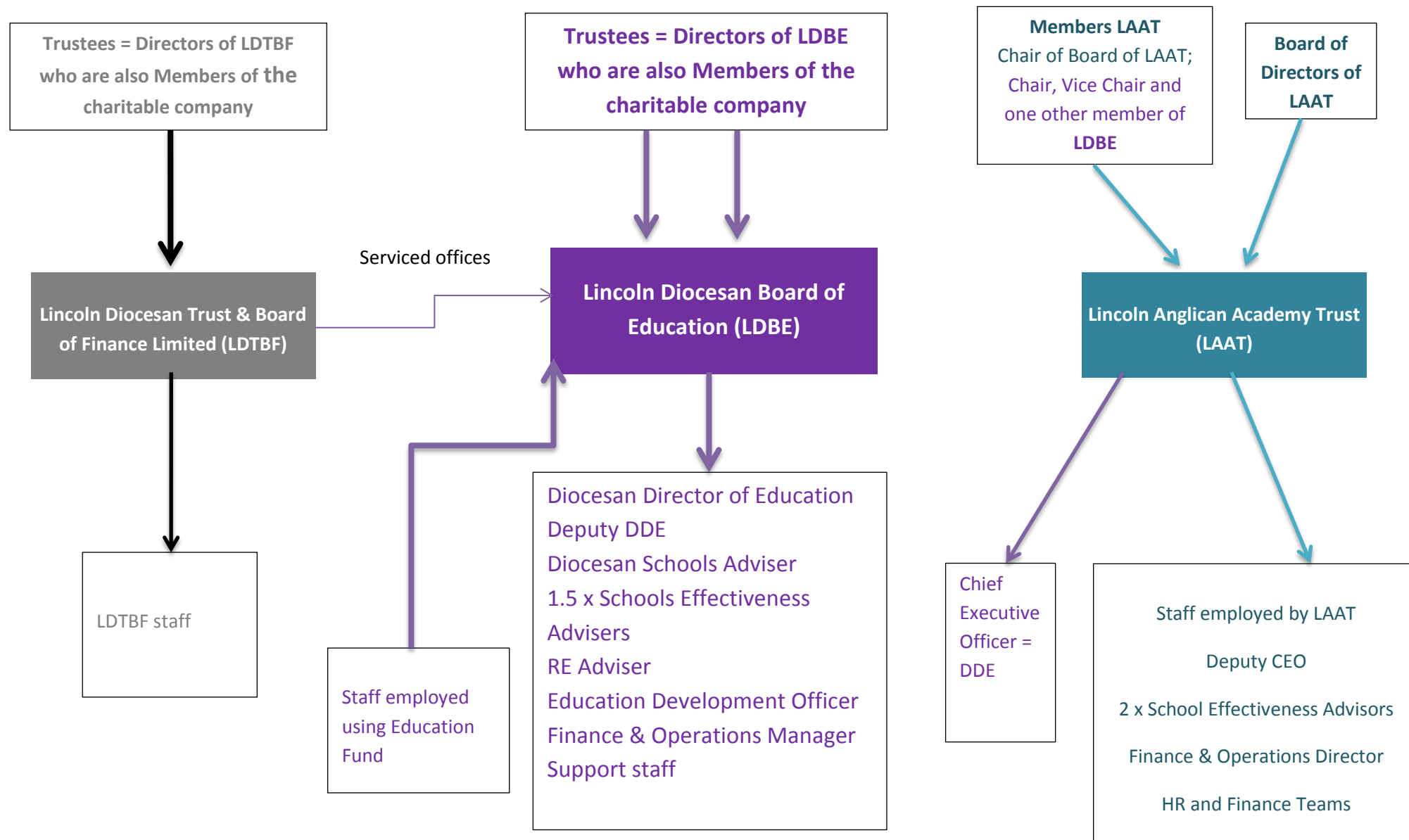


Table 2 : working with other organisations

Professional body	Main involvement
Department for Education	Working with Regional Schools Commissioner/DFE to convert church schools in to academies; and to monitor performance in schools and academies.
HMI (Her Majesty's Inspectorate)	Meetings to share updates and monitor school performance
Ofsted	Feedback at inspections and monitoring visits
Church of England Education Office	National guidance and support e.g. relating to SIAMs inspections
National College / Teaching School Council	Systems Leaders and School-to-School Support
Westminster Education Forum	National updates on education policy
North Lincolnshire County Council	School improvement, headship recruitment, Education Standards Board, Scrutiny Panel and SACRE
Lincolnshire County Council	Children's and Young People Scrutiny Panel, Schools Forum, SACRE, Supporting vulnerable schools, Head teacher recruitment
North East Lincolnshire County Council	Children's and Young People Scrutiny Panel , SACRE
The Lincolnshire Learning Partnership (LLP)	Board member to support new sector led school improvement in Lincolnshire
The South Lincolnshire Learning Partnership (SLLP)	Board Member to assist this new Teaching School Alliance to provide support for schools
Association of Anglican Directors of Education (AADE)	National updates and strategy on church school education
Diocesan Admissions Group	National updates on admission policy
Diocesan Governance Group	National Updates on Governance
Midlands SIAMS Inspector Network	Updates on SIAMS inspections
Association of RE Advisers, Inspectors and Consultants	National updates on Religious Education
Bishop Grosseteste University	Members of University Council (from LDBE) Member of LDBE (from the University) Support with ITT, Interview prospective students
Lincoln Cathedral	Church Schools Festivals LDBE Carol Service

Reference and Administrative Details of the Charity: itemised

Bankers

NatWest Bank plc
Smiths Bank
225 High Street
Lincoln
LN2 1AZ

Solicitors

Lee Bolton Monier-Williams
1 the Sanctuary
Westminster
SW1P 3JT

Chattertons Solicitors
9 Broad Street
Stamford
PE9 1PY

Auditor

Haysmacintyre LLP
10 Queen Street Place
London
EC4R 1AG

Trustees

At the date of signing

Rt Revd Nicholas Chamberlain, Bishop of Grantham, Chair
Mr M Adnitt
Mrs J K Bacon (appointed 21/11/2020)
Revd S Barron
Dr H Beverley
Mr D Clements
Mrs C Edwards OBE
Mrs S Edwards
Mrs S Ely
Canon N Fisher
Revd D Green
Revd P Johnson
Revd G Machell
Mr M Kyle
Rt Revd C Lowson
Mr G Marsden
Mrs N Snelling (appointed 21/11/2020)
Archdeacon M Steadman
Mrs A Warrick
Mrs D Whiteoak

Diocesan Director of Education

Ms J Waters-Dewhurst

Registered office

Edward King House
Minster Yard Lincoln
LN2 1PU

Principal address

103 Newport
Lincoln
LN1 3EE

Telephone number

01522 504010

Website

www.lincoln.anglican.org

Email

education.events@lincoln.anglican.org

Independent auditor's report to the members of Lincoln Diocesan Board of Education

Opinion

We have audited the financial statements of the Lincoln Diocesan Board of Education for the year ended 31 December 2020 which comprise the Statement of Financial Activities, the Balance Sheet, the Cash Flow Statement and notes to the financial statements, 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 December 2020 and of the charitable company's net movement in funds, including the 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 charity in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

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

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the 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 trustees are responsible for the other information. The other information comprises the information included in the Trustees' Report. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

Opinions on other 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' Report (which includes the directors' report prepared for the purposes of company law) for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the directors' report included within the Trustees' Report have been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the Trustees' Report (which incorporates the directors' 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 by the charitable company; or
- the charitable company 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' report and from the requirement to prepare a strategic report.

Responsibilities of trustees for the financial statements

As explained more fully in the trustees' responsibilities statement set out on page 10, the trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

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

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.

Based on our understanding of the charitable company and the environment in which it operates, we identified that the principal risks of non-compliance with laws and regulations related to Church of England Measures, health and safety and employment (including taxation), and we considered the extent to which non-compliance might have a material effect on the financial statements. We also considered those laws and regulations that have a direct impact on the preparation of the financial statements such as the Companies Act 2006, the Charities Act 2011 and Church of England Measures.

We evaluated management's incentives and opportunities for fraudulent manipulation of the financial statements (including the risk of override of controls), and determined that the principal risks were related to revenue recognition. Audit procedures performed by the engagement team included:

- Discussions with management including consideration of known or suspected instances of non-compliance with laws and regulation and fraud;
- Evaluating management's controls designed to prevent and detect irregularities;
- Identifying and testing journals;
- Challenging assumptions and judgements made by management in their critical accounting estimates; and
- Cut-off testing in respect of revenue.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at: 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 charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charitable 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 charitable company and the charitable company's members, as a body, for our audit work, for this report, or for the opinions we have formed.



Lee Stokes (Senior Statutory Auditor)
For and on behalf of Haysmacintyre LLP, Statutory Auditor

10 Queen Street Place
London
EC4R 1AG

Date: 14 June 2021

LINCOLN DIOCESAN BOARD OF EDUCATION
STATEMENT OF FINANCIAL ACTIVITIES
and Income and Expenditure Account
FOR THE YEAR ENDED 31 DECEMBER 2020

		2020		2019
		General funds	Restricted Funds	Total
	Note	£	£	£
INCOME FROM:				
Donations and legacies				
Grants	2	150,027	59,219	209,246
Charitable activities				
Diocesan Board of Education Measures	3	-	-	1,345
Special projects	3	92,807	-	140,637
School buildings	3	1,919	-	12,205
School improvement	3	121,791	-	123,044
Courses, conferences and festivals	3	37,459	-	109,176
Other income	3	4,310	-	8,769
Investments		140,509	20,909	221,398
TOTAL INCOME		548,822	80,128	1,087,491
EXPENDITURE ON:				
Charitable activities				
Diocesan Board of Education Measures	4	388,402	-	384,251
Special projects	4	97,247	-	145,714
School buildings	4	17,710	44,704	44,606
School Improvement	4	160,529	-	162,066
Courses, conferences and festivals	4	38,310	-	81,867
Grant-making	4	-	23,645	39,811
Multi faith project	4	-	17,421	81,000
TOTAL EXPENDITURE		702,198	85,770	939,315
NET (EXPENDITURE)/ INCOME		(153,376)	(5,642)	148,176
Net gains / (losses) on investments	9	(58,274)	10,189	424,711
NET MOVEMENT IN FUNDS		(211,650)	4,547	572,887
TOTAL FUNDS BROUGHT FORWARD		1,133,709	5,056,434	5,617,256
TOTAL FUNDS CARRIED FORWARD	13	922,059	5,060,981	6,190,143

The notes on page 31 to 44 form part of these Financial Statements.

Details of comparative figures by fund are disclosed in note 13.

Company number : 08334622

Charity number : 1151733

LINCOLN DIOCESAN BOARD OF EDUCATION

BALANCE SHEET

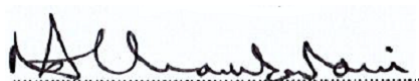
AT 31 DECEMBER 2020

		2020	2019
		Total	Total
	Note	£	£
FIXED ASSETS			
Tangible fixed assets	8	14,401	19,989
Investments	9	5,350,238	5,268,649
		<u>5,364,639</u>	<u>5,288,638</u>
CURRENT ASSETS			
Debtors	10	291,444	345,594
Cash at bank		<u>529,410</u>	<u>722,015</u>
Total current assets		820,854	1,067,609
CREDITORS : Amounts falling due within			
one year	11	<u>(202,453)</u>	<u>(166,104)</u>
NET CURRENT ASSETS		<u>618,401</u>	<u>901,505</u>
TOTAL ASSETS LESS CURRENT LIABILITIES		5,983,040	6,190,143
NET ASSETS			
		<u><u>5,983,040</u></u>	<u><u>6,190,143</u></u>
FINANCED BY RESERVES :			
General Funds	13	922,059	1,133,709
Restricted Funds	13	<u>5,060,981</u>	<u>5,056,434</u>
TOTAL RESERVES OF THE CHARITY		<u><u>5,983,040</u></u>	<u><u>6,190,143</u></u>

The notes on page 31 to 44 form part of these Financial Statements

These accounts have been prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small entities.

These financial statements were approved and authorised for issue by the directors on **8th June** 2021 and signed on their behalf by:



Trustee

LINCOLN DIOCESAN BOARD OF EDUCATION
STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 31 DECEMBER 2020

	2020	2019
	£	£
Cash flows from operating activities:	(224,349)	(681,669)
Cash flows from investing activities:		
Purchase of investments	(776,036)	(4,366,366)
Sales of Investments	646,362	4,938,800
Investment income	161,418	221,398
Purchase of property, plant and equipment	0	(5,039)
Net cash provided by (used in) investing activities	31,744	788,793
Change in cash and cash equivalents in the reporting period	(192,605)	107,124
Cash and cash equivalents at the beginning of the reporting period	722,015	614,891
Cash and cash equivalents at the end of the reporting period	529,410	722,015
Reconciliation of net income to net cash flow from operating activities		
	2020	2019
	£	£
Net income for the reporting period (as the Statement of Financial Activities)	(207,103)	572,887
Adjustments for:		
Depreciation charges	5,588	6,068
(Gains) / Losses on investments	48,085	424,711
Investment income	(161,418)	(221,398)
Decrease / (Increase) in debtors	54,150	(139,585)
(Decrease) / Increase in creditors	36,349	(474,930)
Net cash (used in) / provided by operating activities	(224,349)	167,753
Analysis of cash and cash equivalents		
	2020	2019
	£	£
Cash in hand	529,410	722,015
Total cash and cash equivalents	529,410	722,015

LINCOLN DIOCESAN BOARD OF EDUCATION
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2020

1 ACCOUNTING POLICIES

a Basis of accounting and going concern

The financial statements have been prepared in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102), the Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) Second Edition.

The financial statements are prepared under the historical cost convention.

The trustees consider there are no material uncertainties around the charity's ability to continue as a going concern. As a result of covid-19, the operations and how the charity functions going forward has identified recurrent cost savings with more opportunities to be explored in the future. Projections on returns from investments, a key income stream for the charity, remain prudent in light of the current uncertainty around stock market performance. Other income assumptions remain prudent for the next 12 months. The five year planning has identified potential short term cash flow issues and how these will be addressed to ensure the charity remains financially viable over the longer term. The next 12 months will prove to be a challenging period but on the basis of reviewed cash flow forecast and risk planning, the directors can sign the Charity accounts as a going concern.

b Critical accounting judgements and key sources of estimation uncertainty

In the application of the accounting policies, trustees are required to make judgement, estimates, and assumptions about the carrying value of assets and liabilities that are not readily apparent from other sources. The estimates and underlying assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

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

Investment properties are valued on the basis of capitalised rent yields or reference to external market data. Capitalised rents are based on a 5% yield due to the nature and term of the tenancy. The existence of any restrictions on the investment properties and their realisable value, due to their educational background, would be highlighted in the Charity Report produced at that point in time.

c Fund accounting

LDBE holds funds of the following types:

Restricted funds - which are subject to specific conditions imposed by the donor.

General funds - which are available for any purposes within the LDBE's objects.

d Income

Income is accounted for when the charity is entitled to receive the income, when it can be valued accurately and when it is probable that it will be received. It is deferred to the extent that it is contractually related to a later accounting period.

Grants in kind are valued at the cost to the grant-making body.

Grant income includes the Government's Coronavirus Job Retention Grant (CJRG) and is recognised under the accruals basis in line with staff costs.

e Expenditure

Expenditure is recognised on an accruals basis and wherever possible charged directly to the activity concerned. This includes staff costs. Certain support costs are apportioned to activities proportionately to the staff costs charged to that activity.

LINCOLN DIOCESAN BOARD OF EDUCATION
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2020

1 ACCOUNTING POLICIES - continued

f School buildings and capital

As explained in note 12 to the Financial Statements, capital grants and costs of schools projects which are the responsibility of the Governors of the school concerned have been excluded from these accounts.

g Grants payable

Grants are included in the period in which the charity has committed the expenditure and when it can be quantified with reasonable certainty.

h Tangible fixed assets

Expenditure on assets is capitalised if it is over £500 and written off on a straight line basis over the expected useful life of the asset. This varies from 3 to 5 years.

A review for impairment of a fixed asset is carried out if events or changes in circumstances indicate that the carrying value of any fixed asset may not be recoverable.

i Financial instruments

Basic financial instruments are initially recognised at transaction value and subsequently measured at amortised with the exception of investments which are held at fair value. Financial assets held at amortised cost comprise cash at bank and in hand, together with trade and other debtors. A specific provision is made for debts for which recoverability is in doubt. Cash at bank and in hand is defined as all cash held in instant access bank accounts and used as working capital. Financial liabilities held at amortised cost comprise all creditors except social security and other taxes and provisions.

Debtors

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

Cash at bank and in hand

Cash at bank and cash in hand includes cash and short term highly liquid investments.

Creditors and provisions

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

j Investments

Investments are stated in the balance sheet at their fair value. All movements in value arising from investment charges and revaluations are included in the Statement of Financial Activities.

With regards to investment properties, the directors are guided by the reports produced by chartered surveyors in line with the Charity Commission requirements when leases are renewed or options being considered for alternative use of the buildings. Valuations on the balance sheet reflect the findings of the reports

LINCOLN DIOCESAN BOARD OF EDUCATION
NOTES TO THE FINANCIAL STATEMENTS continued
FOR THE YEAR ENDED 31 DECEMBER 2020

	General funds £	2020 Restricted Funds £	Total £	2019 Total £
2 INCOME FROM GRANTS				
Furlough Grant	23,859	-	23,859	-
Other grants	126,168	59,219	185,387	470,917
	<u>150,027</u>	<u>59,219</u>	<u>209,246</u>	<u>470,917</u>

3 INCOME FROM ACTIVITIES

All income from activities is attributable to the charity's general funds.

	General funds £	2020 Restricted Funds £	Total £	2019 Total £
<u>Diocesan Board of Education Measures</u>				
Fees	-	-	-	1,345
<u>Special projects</u>				
Staff release fees and trust work	92,807	-	92,807	140,637
<u>School buildings</u>				
Fees for administrative support	1,919	-	1,919	12,205
<u>School improvement</u>				
Service level agreement and fees	121,791	-	121,791	123,044
<u>Courses, conferences and festivals</u>				
Course fees and festival attendance	37,459	-	37,459	109,176
<u>Other income</u>				
Other income	4,310	-	4,310	8,769
	<u>258,286</u>	<u>-</u>	<u>258,286</u>	<u>395,176</u>

LINCOLN DIOCESAN BOARD OF EDUCATION
NOTES TO THE FINANCIAL STATEMENTS continued
FOR THE YEAR ENDED 31 DECEMBER 2020

4 COSTS OF CHARITABLE ACTIVITIES

	Staffing	Other direct costs	Support costs	Grants	2020 Total	2019 Total
	£	£	£	£	£	£
Diocesan Board of Education Measures	273,704	331	114,367	-	388,402	384,251
Special projects	92,972	-	4,275	-	97,247	145,714
School buildings	8,837	44,704	8,873	-	62,414	44,606
School improvement	149,460	880	10,189	-	160,529	162,066
Courses and conferences	30,908	1,735	5,667	-	38,310	81,867
Grant-making	-	-	-	23,645	23,645	39,811
Multi-Faith project	-	-	-	17,421	17,421	81,000
	<u>555,881</u>	<u>47,650</u>	<u>143,371</u>	<u>41,066</u>	<u>787,968</u>	<u>939,315</u>

The Grant-making costs are to CoE schools to enhance their christian ethos. Further details can be found on page 14 of the Trustee Report under Closed School General Purpose heading.

The Multi-Faith project delivered by a production company, details on page 10 of the Trustee Report under the title Working Beyond Schools

4 COSTS OF CHARITABLE ACTIVITIES (2019)

	Staffing	Other direct costs	Support costs	Grants	2019 Total
	£	£	£	£	£
Diocesan Board of Education Measures	217,729	35,903	130,619	-	384,251
Special projects	140,238	-	5,476	-	145,714
School buildings	8,586	11,569	24,451	-	44,606
School improvement	146,719	386	14,961	-	162,066
Courses and conferences	41,916	28,605	11,346	-	81,867
Grant-making	-	-	-	39,811	39,811
Multi-Faith project	-	-	-	81,000	81,000
	<u>555,188</u>	<u>76,463</u>	<u>186,853</u>	<u>120,811</u>	<u>939,315</u>

5 SUPPORT COSTS

	2020	2019
	£	£
Diocesan Board of Education Measures	114,367	130,619
Special projects	4,275	5,476
School buildings	8,873	24,451
School improvement	10,189	14,961
Courses, conferences and festivals	5,667	11,346
	<u>143,371</u>	<u>186,853</u>

LINCOLN DIOCESAN BOARD OF EDUCATION
NOTES TO THE FINANCIAL STATEMENTS continued
FOR THE YEAR ENDED 31 DECEMBER 2020

	2020	2019
	£	£
6 NET INCOME BEFORE TRANSFERS		
Net income is stated after		
Depreciation	5,588	6,068
Audit fees	12,000	11,400
	<hr/>	<hr/>
Board members were not entitled to, and did not receive any remuneration in their capacity as trustees in the year ended 31 December 2020 (2019 - £nil).		
During the year, 3 Members of the Board were paid travel expenses totalling £205 (2019 -		
Directors and Related Parties were paid for their services as Diocesan Associate Advisers:		
G Hicks (paid to the school not the individual)	-	1,200
	<hr/>	<hr/>
7 STAFF COSTS		
During the year 1 member of staff earned between £70,000 and £80,000 (2019 ; 1) and 1 member of staff earned between £80,000 and £90,000 (2019 ; 0). The average number of people employed during the year were 10 (2019 ; 10).		
	2020	2019
	£	£
Wages and salaries	412,725	401,597
Social Security	45,124	43,348
Pension	41,330	39,836
Redundancy costs	22,692	-
Other staff costs	34,010	70,407
	<hr/>	<hr/>
	555,881	555,188
	<hr/>	<hr/>
8 TANGIBLE FIXED ASSETS	2020	
<u>Fixtures, fittings and equipment</u>	£	
Cost at 1 January 2020	39,858	
Additions in year	-	
Disposals in year	(14,941)	
	<hr/>	
Cost at 31 December 2020	24,917	
	<hr/>	
Accumulated depreciation at 1 January 2020	19,869	
Charge for in year	5,588	
Disposals in year	(14,941)	
	<hr/>	
Accumulated depreciation at 31 December 2020	10,516	
	<hr/>	
Net book value at 31 December 2020	14,401	
	<hr/>	
Net book value at 31 December 2019	19,989	
	<hr/>	

LINCOLN DIOCESAN BOARD OF EDUCATION
NOTES TO THE FINANCIAL STATEMENTS continued
FOR THE YEAR ENDED 31 DECEMBER 2020

9 INVESTMENTS

	2020		2019
	Listed investments	Investment property	Total
	£	£	£
Brought forward	4,496,683	771,966	5,268,649
Transferred from LDTBF			
Additions	776,036	-	776,036
Disposals	(646,362)	-	(646,362)
Investment Gains / (Losses)	(198,752)	150,667	(48,085)
Carried forward	<u>4,427,605</u>	<u>922,633</u>	<u>5,350,238</u>
Historical cost of investments	<u>4,364,003</u>	<u>711,966</u>	<u>5,075,969</u>

	Listed Investments	
	2020	2019
	£	£
Equities	2,386,668	2,573,339
Bonds	441,938	386,377
Multi Asset Funds	776,609	755,977
Alternatives	822,390	648,310
Market value of investments	<u>4,427,605</u>	<u>4,364,003</u>

10 DEBTORS

	2020	2019
	£	£
Trade debtors	13,075	20,993
Amounts owed by related parties	1,520	14,686
Prepayments and accrued income	<u>276,849</u>	<u>309,915</u>
	<u>291,444</u>	<u>345,594</u>

11 CREDITORS - amounts due within one year

	2020	2019
	£	£
Trade creditors	3,404	23,022
Amounts owed to related parties	26,177	5,201
Deferred income	98,843	93,772
Other creditors and accrued expenses	<u>74,029</u>	<u>44,109</u>
	<u>202,453</u>	<u>166,104</u>

LINCOLN DIOCESAN BOARD OF EDUCATION
NOTES TO THE FINANCIAL STATEMENTS continued
FOR THE YEAR ENDED 31 DECEMBER 2020

12 SCHOOL BUILDINGS AND CAPITAL PROJECTS

School buildings partnership scheme

The Charity assists Voluntary Aided (VA) schools with capital projects. It acts as a banker for the Governors in receiving the funding from the Department for Education and settling costs on their behalf.

This is a significant activity of the charity but the capital projects are not reflected in the Statement of Financial Activities as the contracting party is the School's Governing Body and not LDBE.

The start of the 2020/21 capital funding year, which runs from 01 Apr to 31 Mar, the School Condition Allocation (SCA) replaced the LCVAP grant for VA schools. SCA funding is paid directly to the Diocese in four equal instalments from May to August. Previously the funds were applied for via the Local Authority on a project by project basis. Another new requirement, in order for a Diocese to receive the funding directly, a minimum number of children had to be attending the VA schools. At the Diocese of Sheffield, the numbers fell below that threshold and therefore needed to seek a partner to access the funding. The Diocese of Lincoln agreed to partner with the Diocese of Sheffield and to receive all the funding allocated. The criteria to allocate SCA funding is based on the results of conditional surveys of all the VA schools. Lincoln held a tendering exercise in the spring of 2020. Surveys were completed over the summer and into the start of new 2020/21 academic year starting in September. Suitable projects were identified for SCA funding in November, hence the majority of the funds have been deferred at the end of the 2020 financial year.

A summary of transactions during the year is set out below:

	2020	2019
	£	£
Department for Education capital grants	40,582	683,145
School Governors' contribution	267,643	137,775
	<u>308,225</u>	<u>820,920</u>
Project expenditure	<u>305,225</u>	<u>820,920</u>

At the year end, LDBE held the following assets and liabilities for ongoing projects at Voluntary Aided (VA) schools. The assets and liabilities do not form part of the LDBE's accounts, as described below.

	2020	2019
	£	£
Debtors and accrued income	158,855	201,035
Cash at bank	1,125,393	(143,746)
Creditors and deferred income	<u>(1,284,248)</u>	<u>(57,289)</u>
	<u>-</u>	<u>-</u>

LDBE acts as a banker for SCA grant for VA schools across both the Diocese of Lincoln and Sheffield.

The delayed start approving projects in 2020 and, the way the grant was paid compared to previous years, as described above, has resulted in the large cash balance and deferred income at the end of financial year. The debtors / creditors are associated with the multiple projects that are ongoing at any one time and do not relate to the day operations of LDBE. LDBE is the facilitator of the funds receiving 90% of projects cost via the grant and then collects the remaining 10% from the governing body of the school.

LINCOLN DIOCESAN BOARD OF EDUCATION
NOTES TO THE FINANCIAL STATEMENTS continued
FOR THE YEAR ENDED 31 DECEMBER 2020

13 FUNDS OF THE CHARITY

Summary of the activities of the funds of the charity in the year:

	Balance at					Balance at
	01/01/2020	Income	Expenditure	Investment gains/(losses)	Transfers - Closed School General Purpose Fund	31/12/2020
	£	£	£	£	£	£
<u>Unrestricted Funds</u>						
General funds	1,133,709	548,822	(702,198)	(58,274)		922,059
<u>Restricted Funds</u>						
Closed Schools General Purposes Fund	835,622	20,909	(68,349)	30,296		818,478
Uniform Trust	4,220,812	59,219	(17,421)	(20,107)		4,242,503
	5,056,434	80,128	(85,770)	10,189	-	5,060,981
	6,190,143	628,950	(787,968)	(48,085)	-	5,983,040

	Balance at					Balance at
	01/01/2019	Income	Expenditure	Investment Gains	Transfers	31/12/2019
	£	£	£	£	£	£
<u>Unrestricted Funds</u>						
General funds	1,193,586	725,465	(818,504)	55,608	(22,446)	1,133,709
<u>Restricted Funds</u>						
Closed Schools General Purposes Fund	789,793	19,073	(39,811)	66,567		835,622
Uniform Trust	3,633,877	342,953	(81,000)	302,536	22,446	4,220,812
	4,423,670	362,026	(120,811)	369,103	22,446	5,056,434
	5,617,256	1,087,491	(939,315)	424,711	-	6,190,143

Closed Schools General Purposes Reserve Fund

This fund is for educational purposes in the Diocese of Lincoln. Activities are required to develop the Christian character of the school. The fund operates by making grants. At 31 December 2020 the fund included investment assets of £606,926 (2019: £552,145), with the balance within net current assets.

Uniform Trust

The income generated from these investments are a major source of income to the LDBE and, form a key part of the future financial strategy. In using a fund manager the LDBE can look longer term and invest in assets with the potential for a higher return. The impact of covid-19 hit returns for 2020 as companies cancelled or reduced dividend payments. The fund managers has presented options to the trustees regarding future income streams from the types of assets held by LDBE. A total returns policy had been proposed by the fund managers as a way to generate a more predictable income stream, less susceptible to market fluctuations. In principle the trustees agreed to the idea in principle and this will be actively pursue in the future along with all the required regulatory requirements on passing resolutions and determining the original capital value of the assets
In the current year the closing balance of the fund included investment assets of £3,129,636.

LINCOLN DIOCESAN BOARD OF EDUCATION
NOTES TO THE FINANCIAL STATEMENTS continued
FOR THE YEAR ENDED 31 DECEMBER 2020

13 FUNDS OF THE CHARITY continued - STATEMENT OF FINANCIAL ACTIVITIES year end 31 DECEMBER 2019

	General funds £	Restricted Funds £	Total £
INCOME FROM:			
Donations and legacies			
Grants	127,964	342,953	470,917
Charitable activities			
Diocesan Board of Education Measures	1,345	-	1,345
Special projects	140,637	-	140,637
School buildings	12,205	-	12,205
School improvement	123,044	-	123,044
Courses, conferences and festivals	109,176	-	109,176
Other Income	8,769	-	8,769
Investments	202,325	19,073	221,398
TOTAL INCOME	725,465	362,026	1,087,491
EXPENDITURE ON:			
Charitable activities			
Diocesan Board of Education Measures	384,251	-	384,251
Special projects	145,714	-	145,714
School buildings	44,606	-	44,606
School Improvement	162,066	-	162,066
Courses, conferences and festivals	81,867	-	81,867
Grant-making	-	39,811	39,811
Multi faith project	-	81,000	81,000
TOTAL EXPENDITURE	818,504	120,811	939,315
NET INCOME	(93,039)	241,215	148,176
Transfer between funds	(22,446)	22,446	-
Gains / (losses) on investments	55,608	369,103	424,711
NET MOVEMENT IN FUNDS	(59,877)	632,764	572,887
TOTAL FUNDS BROUGHT FORWARD	1,193,586	4,423,670	376,942
TOTAL FUNDS CARRIED FORWARD	1,133,709	5,056,434	6,190,143

LINCOLN DIOCESAN BOARD OF EDUCATION
NOTES TO THE FINANCIAL STATEMENTS continued
FOR THE YEAR ENDED 31 DECEMBER 2019

13 FUNDS OF THE CHARITY continued

Net Asset by Fund - 2020

	General funds £	Restricted Funds £	Total £
Tangible fixed assets	14,401	-	14,401
Investments	685,863	4,664,375	5,350,238
Current assets	403,027	417,827	820,854
Current liabilities	(181,232)	(21,221)	(202,453)
Total Net Assets by Fund	<u>922,059</u>	<u>5,060,981</u>	<u>5,983,040</u>

Net Asset by Fund - 2019

	General funds £	Restricted Funds £	Total £
Tangible fixed assets	19,989	-	19,989
Investments	848,943	4,419,706	5,268,649
Current assets	415,131	652,478	1,067,609
Current liabilities	(150,354)	(15,750)	(166,104)
Total Net Assets by Fund	<u>1,133,709</u>	<u>5,056,434</u>	<u>6,190,143</u>

LINCOLN DIOCESAN BOARD OF EDUCATION
NOTES TO THE FINANCIAL STATEMENTS continued
FOR THE YEAR ENDED 31 DECEMBER 2020

14 RELATED PARTIES

LAAT

The Chair and Vice Chair of LDBE, with one other member of the Board of LDBE, are members of Lincoln Anglican Academy Trust (LAAT). Two Trustees of LDBE are also a Directors of LAAT (2019 - two). Accordingly LAAT is related to LDBE. Transactions with LAAT during the year are summarised below:

	2020	2019
	£	£
Sales to LAAT	144,813	187,643
Balance owed to LDBE at 31 December 2020	60	14,011
Purchases from LAAT	(525)	1,735
Balance owed by LDBE at 31 December 2020	-	-
Accrued income at 31 December 2020	10,435	13,709

The Diocesan Director of Education is also the Chief Executive Officer of LAAT. Her time is charged to LAAT at full cost including overheads.

LDTBF

Two directors of the company are also directors of the Lincoln Diocesan Trust and Board of Finance (LDTBF) (2019 - two). The Lincoln Diocesan Board of Education was established to fulfil the requirements of LDTBF under the Measure. LDBE operates out of premises owned by LDTBF and pay rent through a signed lease. Contracts in place before LDBE was established as a charity in its own right are honoured and payments made to LDTBF. LDBE is free to enter into new contracts where there are no tied obligations with LDTBF

Accordingly LDTBF is a related party for LDBE. Transactions during the year were as follows:

<u>Grants received from LDTBF</u>	Note	General Fund	Restricted Fund	2020	2019
		£	£	£	£
<u>Other grants</u>					
Grant	2	126,168	59,219	185,387	470,917
		126,168	59,219	185,387	470,917

LINCOLN DIOCESAN BOARD OF EDUCATION
NOTES TO THE FINANCIAL STATEMENTS continued
FOR THE YEAR ENDED 31 DECEMBER 2020

14 RELATED PARTIES continued

<u>Other transactions with LDTBF</u>	General Fund	Restricted Fund	2020	2019
	£	£	£	£
Sales to LDTBF	-	-	-	-
Purchases from LDTBF	96,777	-	96,777	125,268
Balance owed by LDBE at 31 December	26,177	-	26,177	5,201

Schools

Some Trustees of LDBE were also school governors during 2020. Accordingly these schools are related parties of LDBE. The names of the schools and the total of transactions with them during the year are noted below:

	2020	2019
St Hugh's School, Scunthorpe	Y	Y
Spalding Parish CofE School	Y	Y
Lisle Marsden Church of England Primary Academy	Y	Y
Denton & Harlaxton Federation	Y	Y
The St Lawrence Academy	Y	Y
West Grantham Academy Trust	Y	Y
Rauceby CofE School	Y	Y
Ancaster CofE School	Y	Y
Edenham CoE Primary School	Y	N
Horbling Brown CoE Primary School	Y	N
Tydd St Mary CoE Primary School	Y	N
Weston Hills CoE Primary School	Y	N
Limeswood Federation	Y	N

LINCOLN DIOCESAN BOARD OF EDUCATION
 NOTES TO THE FINANCIAL STATEMENTS continued
 FOR THE YEAR ENDED 31 DECEMBER 2020

14 RELATED PARTIES continued

	2020	2019
	£	£
Sales to schools	23,792	18,143
Balance owed to LDBE at 31 December	890	105
Purchases and payments to schools	500	1,430
Balance owed by LDBE at 31 December	<u>-</u>	<u>-</u>

Events after the reporting period

A property held as a surplus asset at 31 December 2020 was sold at auction on 26 January for £223k in line with the Charity Commission requirements.