

NATIONAL ASSOCIATION OF VIRTUAL SCHOOL HEADS

England & Wales · Charity number 1166708

Details

Other names NAVSH

Status Registered

Legal form CIO

Registered 2016-04-22

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

Contact

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Activities

Objects: THE OBJECTS OF THE NAVSH ARE: 1. ADVANCE EDUCATION FOR THE PUBLIC BENEFIT IN THE CARE AND EDUCATION OF LOOKED AFTER CHILDREN, PREVIOUSLY LOOKED AFTER CHILDREN AND CARE LEAVERS BY THE UNDERTAKING OF RESEARCH FOR THE PUBLIC BENEFIT AND THE DISSEMINATION OF THE USEFUL RESULTS THEREOF. 2. TO PROMOTE THE CARE AND EDUCATION OF LOOKED AFTER CHILDREN, PREVIOUSLY LOOKED AFTER CHILDREN AND CARE LEAVERS IN PARTICULAR, BUT NOT EXCLUSIVELY BY, THE PROVISION OF EDUCATION AND TRAINING FOR THOSE EMPLOYED IN PROVISION OF CARE FOR LOOKED AFTER CHILDREN.

Activities: The National Association of Virtual School Heads exists to improve educational outcomes for care experienced children by working with partners and commissioning research to ensure that the educational needs of looked after children are better understood.

Classification

- **How:** Makes Grants To Organisations, Sponsors Or Undertakes Research
- **What:** Education/training
- **Who:** Children/young People

Geography

- Throughout England

Finances

Period end	Income	Expenditure	Assets	Employees
2025-03-31	£296,631	£269,212	-	-
2024-03-31	£319,243	£309,851	-	-
2023-03-31	£258,403	£301,269	-	-
2022-03-31	£223,119	£160,919	-	-
2021-02-28	£180,618	£146,072	-	-

Trustees

Name	Role	Appointed
Carolyn Lawler		2024-03-11
David Williamson		2026-04-13
Eghele Eyituoyo		2025-02-25
Jancis Andrew		2019-03-20
Jennie Louise Davies		2024-03-11
Kate Louise Leyshon		2022-04-01
Lisa Marie Smith		2026-04-01
Lynsey Burrige		2018-03-22
Matthew Cooke		2019-03-20
Michelle Nye		2025-12-19
Sarah Ann Clark		2022-03-17
Tina Hohn		2025-10-06

NATIONAL ASSOCIATION OF VIRTUAL SCHOOL HEADS

England & Wales - Charity number 1166708

Accounts

Charity registration number: 1166708

National Association of Virtual School Heads (NAVSH)

Annual Report and Financial Statements

for the Year Ended 31 March 2025



National Association of Virtual School Heads (NAVSH)

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National Association of Virtual School Heads (NAVSH)

Reference and Administrative Details

Chair	Susan Owen-Johnson, Immediate Past Chair
Trustees	Calvin Kipling, Communications Lead Carolyn Lawler, Chair Eghele Eyituoyo, Research Lead Jancis Andrew, Extended Duties Lead Jennie Davies, CPD Lead Kate Leyshon, Honorary Secretary Lynsey Burridge, Honorary Treasurer Matthew Cooke, Policy Lead Michelle Nye, Regions and Membership Lead Sarah Ann Clark, Vice Chair Susan Owen-Johnson, Immediate Past Chair Tina Hohn, REDI Trustee
Charity Registration Number	1166708
Principal Office	1 Shrieves Walk Sheep Street Stratford upon Avon Warwickshire CV37 6GJ
Independent Examiner	Wenn Townsend Chartered Accountants 30 St Giles Oxford OX1 3LE
Accountants	CBSL Accountants Limited Rowan House North 1 The Professional Quarter Shrewsbury Busines Park Shrewsbury SY2 6LG

National Association of Virtual School Heads (NAVSH)

Trustees' Report

The trustees present the annual report together with the financial statements of the charity for the year ended 31 March 2025.

Trustees and officers

The trustees and officers serving during the year and since the year end were as follows:

Trustees:

- Anwen Foy, CPD Lead (resigned 4 July 2024)
- Calvin Kipling, Communications Lead
- Carolyn Lawler, Chair (appointed 4 July 2024)
- Eghele Eyituoyo, Research Lead (appointed 4 March 2025)
- Fay Blyth (resigned 4 March 2025)
- Jancis Andrew, Extended Duties Lead
- Jennie Davies, CPD Lead (appointed 4 July 2024)
- Julie Bunn (resigned 4 July 2024)
- Kate Leyshon, Honorary Secretary
- Lynsey Burridge, Honorary Treasurer
- Mary Holder (appointed 4 July 2024 and resigned 4 March 2025)
- Matthew Cooke, Policy Lead
- Michelle Nye, Regions and Membership Lead (appointed 1 January 2026)
- Natalie White, Policy Lead (resigned 4 July 2024)
- Patrick Ward, Extended Duties Lead (resigned 4 July 2024)
- Sarah Ann Clark, Vice Chair
- Susan Owen-Johnson, Immediate Past Chair
- Tina Henley (resigned 4 July 2024)
- Tina Hohn, REDI Trustee (appointed 10 June 2025)

Structure, governance and management

Nature of governing document

The charity is a CIO incorporated under a constitution dated 22 April 2016, as amended 29 March 2018, on 4 April 2019, 5 April 2019, 13 April 2019, 29 February 2024 and 4 March 2025.

Recruitment and appointment of trustees

The trustees who served from April 22 2016 to March 22 2017 were foundation trustees. Subsequent trustees are elected by the membership and confirmed at the annual general meeting.

National Association of Virtual School Heads (NAVSH)

Trustees' Report (continued)

Governance

NAVSH continues to enlist the support of a legal adviser. We continue to use an administration team, Setsquare who started from April 2022.

Changes have been made to the constitution this year, ratified by members at an Extraordinary General Meeting held 30th November 2023. NAVSH continues to review its governance arrangements at least annually using the Charity Commission Governance Checklist. This year we have maximised the use of on-line meetings and webinars to hold trustee meetings and to also engage the wider membership around exploring key issues linked to our objects. This includes the use of our annual survey, the results of which are shared ahead of our AGM at our annual conference.

Objectives and activities

Objects and aims

The objects of the charity are:

- To advance education for the public benefit in the care and education of looked after children, previously looked-after children and care leavers by the undertaking of research for the public benefit and the dissemination of the useful results thereof.
- To promote the care and education of looked after children, previously looked-after children and care leavers in particular, but not exclusively by, the provision of education and training for those employed in provision of care for looked after children.

Objectives, strategies and activities

1. RESEARCH

We have kept this objective very much to the forefront of our work as a Board in 2024/25 through our Research & CPD Leads and trustee involvement in various initiatives at a local and national level including the Institute of Education/UCL Promoting the Achievement of Looked After Children, the Oxford/Rees Centre Timpson research, published research by Professor David Berridge and Neil Harrison (now Exeter Uni) and the growing research base from the Bath Spa post-graduate programme.

Promoting the emotional, social and mental health of children in care and previously looked after children so that their well-being enables learning

NAVSH are a partner to the Attachment Research Community Call for Action to make all schools attachment and trauma aware by 2025.

NAVSH are working through the regions to encourage wide nominations for the Alex Timpson Award and supporting ARC regional conferences to provide opportunities for Virtual School officers and School leaders across the country.

The chair of NAVSH was again invited to open the annual Attachment Research Community conference and to sit on an expert panel, which provided an opportunity to consider how the skills and knowledge that impact on the social, emotional and mental health needs of looked after and previously looked after children.

Extension and Expansion to Virtual School Head duties

NAVSH have continued to work with the DfE to support the implementation of an expansion to our duty in relation to children in kinship care. NAVSH supported the ambition and principal of reducing the inequality between children with Special Guardianship Orders who have, and who haven't had, a period in care. NAVSH and the DfE worked collaboratively to shape guidance which achieved this aim, with guidance published as part of the national Kinship Strategy in December 2023 and which came into effect in September 2024.

National Association of Virtual School Heads (NAVSH)

Trustees' Report (continued)

Post 16 National Roll-Out

NAVSH were very pleased with the extension of the 2-year pilot to a full national roll out providing all Virtual Schools with funding for Post 16 learners. The evaluation for this project is provided by the Rees Centre Oxford University in partnership with Cordis Bright and we are pleased to say that this funding will continue.

NCER database

The functionality within the NCER database continues to grow and be responsive to the needs of VSH and NCER are working closely with NAVSH to provide data on the CiN and CP cohort. NCER and NAVSH have close working partnership. NCER continue to work alongside us and have created bespoke webinars for Virtual School Heads which have good uptake.

Member Surveys

NAVSH has continued to use the Qualtrics to enable capture, analysis and tracking of our annual member survey which informs our discussions with DCS, and partners about the development of the Virtual School model. These surveys are a great opportunity to find out more about the experiences of Virtual School Heads 'on the ground' and to track how our role and our teams develop over time. The findings/themes are shared anonymously with partners at Ofsted, ADCS and DfE and contribute to national policy developments. Huge thanks from the board goes to Calvin Kipling for his work in this area.

Peer Reviews

Our Peer Review programme continues and is continually well received - providing important professional development for Virtual School Heads who are trained to be peer reviewers, and provide benefit for the LA and the Virtual School Team who are being peer reviewed. NAVSH would like to thank Linda Mason for her leadership and delivery of this work.

National Association of Virtual School Heads (NAVSH)

Trustees' Report (continued)

2. EDUCATION AND TRAINING

Annual Conference

Virtual Schools - Celebrating 11 years of care experience success

The Annual NAVSH Conference remains the key event for supporting the work of virtual school heads and their teams. The opportunity to hear from a range of key partners, network with others from around the country and speak to organisations that support our work is an opportunity that many value. This has become a forum for celebrating the work Virtual School Heads do and engaging with partners to explore how we can continually improve in meeting our core goal of promoting the education of looked after, previously looked after and all children with a social worker.

It is testament to the work of the board over the years and our partnership with the DfE that we continue to have the support of the Department and the Minister for Children and Families as a guest speaker, illustrating that NAVSH does have the political 'ear' of those enabled to make policy decisions that impact on looked after and previously looked after children and the provision of care.

The 2025 conference was held in Liverpool and evaluations of this were hugely positive. We welcomed speakers including Lisa Cherry and Louise Bomber, as well as the DfE and OFSTED - Isobel Trowler, Matthew Brazier, Minister Janet Daby, Andrew Baxter. The workshops included NCER Nexus, Luke Rogers, and Jonny Uttley, an inclusive academy CEO, who is also part of the Commission for Young Lives, Gina Gardiner from Fatima's Campaign, Kinship, Adoption UK, Lads Like Us, National Association for Fetal Alcohol Syndrome and more.

We were delighted to welcome back Ashley John Baptiste to help things run smoothly with our panels on both days.

Development Days

The NAVSH board development sessions are an integral part of our annual calendar, enabling us to identify progress towards our development plan and charitable aims. Each year has brought us increased quality of data that is impacting on the daily work of VSH across the country.

A great deal of work has been completed on the development days in recognition that NAVSH needed administrative, legal, financial and governance support from specialist providers. The needs analysis and work on SLAs, reports received and an action plan ensured that the working practices of NAVSH are now much more effective.

NAVSH Webinar Series

The NAVSH Webinar series continues to go from strength to strength and is now an integral aspect of NAVSH and its communication and relationship with all our members and partners. The webinars make a significant addition and enhancement to how we can demonstrate achieving our charitable aims in both disseminating the most current research, providing a platform to showcase best practice and to provide VSH and their teams with learning and development opportunities outside of regional activity and the annual conference.

Race, Equality and Diversity

NAVSH has developed our commitment to ensure that best practice in Race Equality, Diversity and Inclusion is a golden thread running through every aspect of NAVSH as an organisation. We now have a Race, Equality and Diversity Trustee to help us develop and embed this work.

National Association of Virtual School Heads (NAVSH)

Trustees' Report (continued)

Public benefit

It is important to highlight the wider scope of the work of NAVSH to promote the education of looked after children and care leavers:

- The NAVSH website continues to provide an overview of the education of care experienced children and has sections for VSHs, schools, carers, social workers and young people. The website includes key updates, news and the Twitter feed continue to keep it relevant. We have also used the website to promote requests for expressions of interest and uploading webinars. NAVSH also make use of social media to highlight research, good news stories, the work of other aligned partners/organisations, promote the work of the board and individual VSH and support/challenge narratives and news stories about the experiences of children in care.
- Calvin Kipling, Communications Lead continues to work extremely hard to promote positive messages of the work of Virtual Schools. NAVSH has a presence on Twitter, LinkedIn and Facebook. Many of the regions have active Whatsapp groups, as does the board.
- NAVSH continue to receive invites to speak and/ or attend high profile events with key partners.

Full details of all the learning and development opportunities available to NAVSH members are available on the NAVSH website and are also updated and shared at each annual conference.

The trustees confirm that they have complied with the requirements of section 17 of the Charities Act 2011 to have due regard to the public benefit guidance published by the Charity Commission for England and Wales.

Working with Key Partners

Department for Education (DFE)

NAVSH continues to work closely with colleagues from the Department for Education supporting on a range of different work streams such as:

- Kinship Duties
- CiN and CP extension to duty
- Post-16 Pupil Premium Plus Pilot
- SEND - Belonging/Recoupment
- Alternative Provision
- UASC
- Adoption and Special Guardianship Leadership Board
- Live attendance data
- Links with social care re New Framework

NAVSH would like to particularly thank Andrew Baxter and Chris Dalton for their support to the work of the board and members.

National Association of Virtual School Heads (NAVSH)

Trustees' Report (continued)

Achievements and performance

During this year, NAVSH has worked with 2 different national governments with a general election being held in July 2024.

We have worked with two different Secretaries of State for Education – Gillian Keegan and Bridget Phillipson and 2 different Ministers for Children and Families (and Wellbeing) – David Johnston and Janet Daby.

We have gained an additional duty from September 2024 – children in formal Kinship care who are not looked after children. There has also been 1 Children's Wellbeing and Schools Bill launched, which is still making it's way through Parliament.

The work of the board this year has been focussed on the continuing implementation of the extended duties ensuring that colleagues are supported well and that they are supported to make the most effective use of the funding and that it comes directly to the VSH.

We have also worked very closely with OFSTED senior staff during the development of the new OFSTED inspection framework for schools. We are delighted that cared for children are front and centre of school inspections and that our voices were heard.

The core function of NAVSH is to promote the education of looked after and previously looked after children and to strategically improve outcomes for all children with a social worker - throughout this year the extended board have sought opportunities to engage with the media to promote NAVSH messages.

The National Association of Virtual School Heads has grown in profile and influence in a relatively short time but we can only continue to do this work through the support and commitment of our members.

The strength of NAVSH is its representation of all local authorities and all Virtual Schools. We hope that members feel assured that there is an organisation that exists to represent their voice, to raise the profile of the work we do, to help us do a better job by supporting research and getting us the tools we need to be more effective.

It is essential that the board continue to champion collaborative working, even when national policy and decision making has challenged some of our core values and beliefs.

We are ensuring that we do not lose sight of the voice of children and young people as NAVSH exists to champion the best in research and practice for them, leading by example and include this in our mission statement.

Financial review

Income from charitable activities decreased from £315,337 to £295,683 - largely consistent across all income categories aside from no post graduate course held in the year (2024 - income £28,500). Conference income increased from £165,118 to £170,730.

Expenditure decreased from £309,851 to £269,212, which included £184,237 (2024 - £164,315) for the conference. The other significant costs for the charity relate to the full time administrative function through Set Square, providing support to the members and the board.

At the year end the charity had bank balances of £207,695 (2024 - £219,622) and net assets of £212,913 (2024 - £185,494) - all funds are unrestricted.

National Association of Virtual School Heads (NAVSH)

Trustees' Report (continued)

Policy on reserves

An important part of the work done this year has been to maintain a firm financial base to enable NAVSH to meet its charitable objectives and financial obligations.

To this end, NAVSH needs to have reserves in place.

The NAVSH annual conference is an essential part of how we fulfil our charitable objectives, and the organisation needs to have sufficient funds in place to meet the upfront costs of arranging this conference.

NAVSH also needs to have sufficient reserves in place to fulfil any financial commitments and liabilities, should it be necessary to disband the organisation at a future time.

NAVSH will therefore maintain a minimum unrestricted reserve of £50,000. The charity has a level of free reserves significantly in excess of this following research and resource development projects having reduced over the last few years. The Trustees have plans in place to ensure reserves are used for charitable activities, including increased members' support and research projects over the coming few years.

Principal risks and uncertainties

The trustees regularly review the key risks faced by the charity, the establishment of systems and procedures to address those potential risks and mitigate any impact on the charity if they materialise.

NAVSH ensures financial probity by - ensuring that financial statements and records are reviewed by a trustee other than the treasurer at regular intervals; - considering a financial report at every trustees meeting; - presenting the accounts at the Annual General Meeting; - completing the detailed annual return for the Charity Commission which will be submitted later in 2025/26.

Financial instruments

Objectives and policies

The charity's activities expose it to a number of financial risks including credit risk. The charity does not use derivative financial instruments for speculative purposes.

Credit risk

The charity's principal financial assets are bank balances and cash and trade and other receivables.

The charity's credit risk is primarily attributable to its trade receivables. The amounts presented in the balance sheet are net of allowances for doubtful receivables. An allowance for impairment is made where there is an identified loss event which, based on previous experience, is evidence of a reduction in the recoverability of the cash flows.

National Association of Virtual School Heads (NAVSH)

Trustees' Report (continued)

Statement of Trustees' Responsibilities

The trustees are responsible for preparing the trustees' report and the financial statements in accordance with the United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice) and applicable law and regulations.

The law applicable to charities requires the trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charity and of the incoming resources and application of resources of the charity 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 judgements and estimates that are reasonable and prudent;
- state whether applicable accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in business.

The trustees are responsible for keeping proper accounting records that disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the financial statements comply with the Charities Act 2011, the Charities (Accounts and Reports) Regulations 2008, and the provisions of the constitution. The trustees are also responsible for safeguarding the assets of the charity 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 governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

The annual report was approved by the trustees of the charity on 27 January 2026 and signed on its behalf by:



.....
Susan Owen-Johnson
Trustee

National Association of Virtual School Heads (NAVSH)

Independent Examiner's Report to the trustees of National Association of Virtual School Heads (NAVSH)

I report to the trustees on my examination of the accounts of National Association of Virtual School Heads (NAVSH) for the year ended 31 March 2025.

Responsibilities and basis of report

As the charity trustees of National Association of Virtual School Heads (NAVSH) you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ('the Act').

I report in respect of my examination of the National Association of Virtual School Heads (NAVSH)'s accounts carried out under section 145 of the 2011 Act and in carrying out my examination I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the Act.

Independent examiner's statement

Since National Association of Virtual School Heads (NAVSH)'s gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the 2011 Act. I confirm that I am qualified to undertake the examination because I am a member of , which is one of the listed bodies.

I have completed my examination. I confirm that no material matters have come to my attention in connection with the examination giving me cause to believe that in any material respect:

1. accounting records were not kept in respect of National Association of Virtual School Heads (NAVSH) as required by section 130 of the Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the accounting requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 other than any requirement that the accounts give a 'true and fair view' which is not a matter considered as part of an independent examination.

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.

Benjamin Hayes

.....
B Hayes BSc FCA
Wenn Townsend
Chartered Accountants

30 St Giles
Oxford
OX1 3LE

Date: 27.01.2026
.....

National Association of Virtual School Heads (NAVSH)

Statement of Financial Activities for the Year Ended 31 March 2025

	Note	Unrestricted funds £	2025 £
Income and Endowments from:			
Charitable activities	3	295,683	295,683
Investment income	4	948	948
Total income		<u>296,631</u>	<u>296,631</u>
Expenditure on:			
Charitable activities	5	(269,212)	(269,212)
Total expenditure		<u>(269,212)</u>	<u>(269,212)</u>
Net income		<u>27,419</u>	<u>27,419</u>
Net movement in funds		27,419	27,419
Reconciliation of funds			
Total funds brought forward		<u>185,494</u>	<u>185,494</u>
Total funds carried forward	15	<u>212,913</u>	<u>212,913</u>
		Unrestricted funds £	2024 £
	Note		
Income and Endowments from:			
Donations and legacies	2	3,000	3,000
Charitable activities	3	315,337	315,337
Investment income	4	906	906
Total income		<u>319,243</u>	<u>319,243</u>
Expenditure on:			
Charitable activities	5	(309,851)	(309,851)
Total expenditure		<u>(309,851)</u>	<u>(309,851)</u>
Net income		<u>9,392</u>	<u>9,392</u>
Net movement in funds		9,392	9,392
Reconciliation of funds			
Total funds brought forward		<u>176,102</u>	<u>176,102</u>
Total funds carried forward	15	<u>185,494</u>	<u>185,494</u>

All of the charity's activities derive from continuing operations during the above two periods.
The funds breakdown for 2024 is shown in note 15.

National Association of Virtual School Heads (NAVSH)

**(Registration number: 1166708)
Balance Sheet as at 31 March 2025**

	Note	2025 £	2024 £
Current assets			
Debtors	12	30,848	36,975
Cash at bank and in hand	13	<u>207,695</u>	<u>219,622</u>
		238,543	256,597
Creditors: Amounts falling due within one year	14	<u>(25,630)</u>	<u>(71,103)</u>
Net assets		<u>212,913</u>	<u>185,494</u>
Funds of the charity:			
Unrestricted income funds			
Unrestricted funds		<u>212,913</u>	<u>185,494</u>
Total funds	15	<u>212,913</u>	<u>185,494</u>

The financial statements on pages 11 to 20 were approved by the trustees, and authorised for issue on 27 January 2026 and signed on their behalf by:



.....
Susan Owen-Johnson
Trustee

National Association of Virtual School Heads (NAVSH)

Notes to the Financial Statements for the Year Ended 31 March 2025

1 Accounting policies

Statement of compliance

The financial statements have been prepared in accordance with the second edition of the Charities Statement of Recommended Practice issued in October 2019, the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102) and the Charities Act 2011.

Basis of preparation

National Association of Virtual School Heads (NAVSH) meets the definition of a public benefit entity under FRS 102. The accounts (financial statements) have been prepared under the historical cost convention with items recognised at cost or transaction value unless otherwise stated in the relevant note(s) to these accounts.

The presentational currency is £.

Going concern

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

Income and endowments

All incoming resources are included in the Statement of Financial Activities (SoFA) when the charity is legally entitled to the income after any performance conditions have been met, the amount can be measured reliably and it is probable that the income will be received.

Income from charitable activities includes income from memberships, conference income of both delegates and exhibitors, peer reviews and attendance on the post graduate course.

Donations and legacies

Donations and legacies are recognised on a receivable basis when receipt is probable and the amount can be reliably measured.

Grants receivable

Grants are recognised when the charity has an entitlement to the funds and any conditions linked to the grants have been met. Where performance conditions are attached to the grant and are yet to be met, the income is recognised as a liability and included on the balance sheet as deferred income to be released.

Expenditure

All expenditure is recognised once there is a legal or constructive obligation to that expenditure, it is probable settlement is required and the amount can be measured reliably. All costs are allocated to the applicable expenditure heading that aggregate similar costs to that category. Where costs cannot be directly attributed to particular headings they have been allocated on a basis consistent with the use of resources.

Charitable activities

Charitable expenditure comprises those costs incurred by the charity in the delivery of its activities and services for its beneficiaries. It includes both costs that can be allocated directly to such activities and those costs of an indirect nature necessary to support them.

National Association of Virtual School Heads (NAVSH)

Notes to the Financial Statements for the Year Ended 31 March 2025 (continued)

Grant provisions

Provisions for grants are made when the intention to make a grant has been communicated to the recipient but there is uncertainty about either the timing of the grant or the amount of grant payable.

Support costs

Support costs include central functions and have been allocated to activity cost categories on a basis consistent with the use of resources.

Governance costs

These include the costs attributable to the charity's compliance with constitutional and statutory requirements, including audit, strategic management and trustees meetings and reimbursed expenses.

Taxation

The charity is considered to pass the tests set out in Paragraph 1 Schedule 6 of the Finance Act 2010 and therefore it meets the definition of a charitable company for UK corporation tax purposes. Accordingly, the charity is potentially exempt from taxation in respect of income or capital gains received within categories covered by Chapter 3 Part 11 of the Corporation Tax Act 2010 or Section 256 of the Taxation of Chargeable Gains Act 1992, to the extent that such income or gains are applied exclusively to charitable purposes.

Fund structure

Unrestricted income funds are general funds that are available for use at the trustees discretion in furtherance of the objectives of the charity.

Financial instruments

Classification

Financial assets and financial liabilities are recognised when the charity becomes a party to the contractual provisions of the instrument.

Financial liabilities and equity instruments are classified according to the substance of the contractual arrangements entered into. An equity instrument is any contract that evidences a residual interest in the assets of the charity after deducting all of its liabilities.

National Association of Virtual School Heads (NAVSH)

Notes to the Financial Statements for the Year Ended 31 March 2025 (continued)

Recognition and measurement

All financial assets and liabilities are initially measured at transaction price (including transaction costs), except for those financial assets classified as at fair value through profit or loss, which are initially measured at fair value (which is normally the transaction price excluding transaction costs), unless the arrangement constitutes a financing transaction. If an arrangement constitutes a financing transaction, the financial asset or financial liability is measured at the present value of the future payments discounted at a market rate of interest for a similar debt instrument.

Financial assets and liabilities are only offset in the statement of financial position when, and only when there exists a legally enforceable right to set off the recognised amounts and the charity intends either to settle on a net basis, or to realise the asset and settle the liability simultaneously.

Financial assets are derecognised when and only when a) the contractual rights to the cash flows from the financial asset expire or are settled, b) the charity transfers to another party substantially all of the risks and rewards of ownership of the financial asset, or c) the charity, despite having retained some, but not all, significant risks and rewards of ownership, has transferred control of the asset to another party.

Financial liabilities are derecognised only when the obligation specified in the contract is discharged, cancelled or expires.

2 Income from donations and legacies

	Unrestricted funds General £	Total funds £
Total for 2025	-	-
Total for 2024	3,000	3,000

During the prior year the Charity received funds of £3,000 from the University of Exeter in respect of their contributions to the KPMG Foundation project.

3 Income from charitable activities

	Unrestricted funds General £	2025 £	2024 £
Membership	116,220	116,220	114,150
Conference	170,730	170,730	165,118
Post Graduate course	-	-	28,500
Peer review	8,733	8,733	7,569
	295,683	295,683	315,337

National Association of Virtual School Heads (NAVSH)

Notes to the Financial Statements for the Year Ended 31 March 2025 (continued)

4 Investment income

	Unrestricted funds General £	2025 £	2024 £
Interest receivable and similar income;			
Interest receivable on bank deposits	948	948	906
	948	948	906

5 Expenditure on charitable activities

	Note	Unrestricted funds General £	2025 £	2024 £
Membership		48,395	48,395	95,650
Conference		184,237	184,237	164,315
Post Graduate course		4,502	4,502	8,967
Peer review		8,796	8,796	5,554
Grant funding of activities		-	-	6,000
Allocated support costs	6	18,982	18,982	25,485
Governance costs	6	4,300	4,300	3,880
		269,212	269,212	309,851

The membership costs are analysed as follows:

	Note	Unrestricted funds General £	2025 £	2024 £
Membership support costs		3,479	3,479	5,833
Webinar & other training course costs		15,863	15,863	16,604
IT and software costs		9,128	9,128	6,764
Website costs		2,664	2,664	2,664
Subscriptions and licences		9,600	9,600	9,185
Research and development		1,133	1,133	16,900
Advertising and PR		3,778	3,778	12,855
External consultants' fees		2,750	2,750	24,845
		48,395	48,395	95,650

For the year ended 31 March 2025, the research and development costs related to support for the Charity's research programme (2024 - the Research Symposium held in February 2024) and the external consulting costs were primarily in relation to preliminary work on the Children with a Social Worker handbook (2024 - Charity's Equality, Diversity and Inclusion Project).

National Association of Virtual School Heads (NAVSH)

Notes to the Financial Statements for the Year Ended 31 March 2025 (continued)

6 Analysis of governance and support costs

Support costs allocated to charitable activities

	Administration costs £	2025 £	2024 £
Administration costs	11,901	11,901	11,605
Development days	2,246	2,246	4,076
Insurance	466	466	467
Office expenses	485	485	396
Trustee and board support	7,545	7,545	4,998
Travel and subsistence	-	-	549
Accountancy fees	3,120	3,120	4,500
Bad debts written back	(7,657)	(7,657)	(1,914)
Bank charges	876	876	808
	<u>18,982</u>	<u>18,982</u>	<u>25,485</u>

Following a review of financial processes of the Charity, the Trustees have improved the collection of outstanding historic customer invoices and hence the write back of the previous bad debt provision during the period.

Governance costs

	Unrestricted funds General £	2025 £	2024 £
Independent examiner fees			
Examination of the financial statements	940	940	880
Legal fees	3,360	3,360	3,000
	<u>4,300</u>	<u>4,300</u>	<u>3,880</u>

National Association of Virtual School Heads (NAVSH)

Notes to the Financial Statements for the Year Ended 31 March 2025 (continued)

7 Grant-making

Analysis of grants

The support costs associated with grant-making are £Nil (31 March 2024 - £Nil).

Below are details of material grants made to institutions.

Name of institution	Activity	2025 £	2024 £
Attachment Research Community	CIO Membership	-	6,000

8 Trustees remuneration and expenses

No trustees, nor any persons connected with them, have received any remuneration from the charity during the year.

No trustees have received any reimbursed expenses or any other benefits from the charity during the year.

9 Staff costs

No staff were employed by the Charity in the current or prior year.

10 Independent examiner's remuneration

	2025 £	2024 £
Examination of the financial statements	940	880

National Association of Virtual School Heads (NAVSH)

Notes to the Financial Statements for the Year Ended 31 March 2025 (continued)

11 Taxation

The charity is a registered charity and is therefore exempt from taxation.

12 Debtors

	2025 £	2024 £
Trade debtors	17,092	21,606
Prepayments	13,756	15,369
	<u>30,848</u>	<u>36,975</u>

13 Cash and cash equivalents

	2025 £	2024 £
Cash at bank	<u>207,695</u>	<u>219,622</u>

14 Creditors: amounts falling due within one year

	2025 £	2024 £
Trade creditors	20,109	61,585
Accruals	5,521	9,518
	<u>25,630</u>	<u>71,103</u>

National Association of Virtual School Heads (NAVSH)

Notes to the Financial Statements for the Year Ended 31 March 2025 (continued)

15 Funds

	Balance at 1 April 2024 £	Incoming resources £	Resources expended £	Balance at 31 March 2025 £
Unrestricted funds				
General	185,494	296,631	(269,212)	212,913
	Balance at 1 April 2023 £	Incoming resources £	Resources expended £	Balance at 31 March 2024 £
General	176,102	319,243	(309,851)	185,494

16 Analysis of net assets between funds

	Unrestricted funds General £	Total funds at 31 March 2025 £
Current assets	238,543	238,543
Current liabilities	(25,630)	(25,630)
Total net assets	212,913	212,913
	Unrestricted funds General £	Total funds at 31 March 2024 £
Current assets	256,597	256,597
Current liabilities	(71,103)	(71,103)
Total net assets	185,494	185,494

17 Related party transactions

There were no related party transactions in the year.

NATIONAL ASSOCIATION OF VIRTUAL SCHOOL HEADS

England & Wales - Charity number 1166708

Accounts

Charity registration number: 1166708

National Association of Virtual School Heads (NAVSH)

Annual Report and Financial Statements

for the Year Ended 31 March 2024



National Association of Virtual School Heads (NAVSH)

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National Association of Virtual School Heads (NAVSH)

Reference and Administrative Details

Chair	Susan Owen-Johnson, Chair
Trustees	Calvin Kipling, Communications Lead Carolyn Lawler, Vice Chair Fay Blyth, Research Lead Jancis Andrew, Extended Duties Lead Jennie Davies, CPD Lead Kate Leyshon, Honorary Secretary Lynsey Burridge, Honorary Treasurer Mary Holder, REDI Lead Matthew Cooke, Immediate Past Chair Sarah Ann Clark, Regional Lead Susan Owen-Johnson, Chair
Charity Registration Number	1166708
Principal Office	1 Shrieves Walk Sheep Street Stratford upon Avon Warwickshire CV37 6GJ
Independent Examiner	Wenn Townsend Chartered Accountants 30 St Giles Oxford OX1 3LE
Accountants	CBSL Accountants Limited Rowan House North 1 The Professional Quarter Shrewsbury Business Park Shrewsbury SY2 6LG

National Association of Virtual School Heads (NAVSH)

Trustees' Report

The trustees present the annual report together with the financial statements of the charity for the year ended 31 March 2024.

Trustees and officers

The trustees and officers serving during the year and since the year end were as follows:

Trustees:	Anwen Foy, CPD Lead (resigned 4 July 2024)
	Calvin Kipling, Communications Lead
	Carolyn Lawler, Vice Chair (appointed 4 July 2024)
	Fay Blyth, Research Lead
	Jancis Andrew, Extended Duties Lead
	Jennie Davies, CPD Lead (appointed 4 July 2024)
	Julie Bunn, Past Chair (resigned 4 July 2024)
	Kate Leyshon, Honorary Secretary
	Lynsey Burridge, Honorary Treasurer
	Mary Holder, REDI Lead (appointed 4 July 2024)
	Matthew Cooke, Immediate Past Chair
	Natalie White, Policy Lead (resigned 4 July 2024)
	Patrick Ward, Extended Duties Lead (resigned 4 July 2024)
	Sarah Ann Clark, Regional Lead
	Susan Owen-Johnson, Chair (appointed 26 February 2024)
	Tina Henley, Regional Lead (resigned 4 July 2024)

Structure, governance and management

Nature of governing document

The charity is incorporated under a constitution dated 22 April 2016, as amended 29 March 2018, on 4 April 2019, 5 April 2019, 13 April 2019 and 30 November 2023.

Recruitment and appointment of trustees

The trustees who served from April 22 2016 to March 22 2017 were foundation trustees. Subsequent trustees are elected by the membership and confirmed at the annual general meeting.

National Association of Virtual School Heads (NAVSH)

Trustees' Report (continued)

Governance

NAVSH continues to enlist the support of a legal adviser. We continue to use an administration team, Setsquare who started from April 2022.

Changes have been made to the constitution this year, ratified by members at an Extraordinary General Meeting held 30th November 2023. NAVSH continues to review its governance arrangements at least annually using the Charity Commission Governance Checklist. This year we have maximised the use of on-line meetings and webinars to hold trustee meetings and to also engage the wider membership around exploring key issues linked to our objects. This includes the use of our annual survey, the results of which are shared ahead of our AGM at our annual conference.

Objectives and activities

Objects and aims

The objects of the charity are:

- To advance education for the public benefit in the care and education of looked after children, previously looked-after children and care leavers by the undertaking of research for the public benefit and the dissemination of the useful results thereof.
- To promote the care and education of looked after children, previously looked-after children and care leavers in particular, but not exclusively by, the provision of education and training for those employed in provision of care for looked after children.

Objectives, strategies and activities

1. RESEARCH

We have kept this objective very much to the forefront of our work as a Board in 2023/24 through our Research & CPD Leads and trustee involvement in various initiatives at a local and national level including the Institute of Education/UCL Promoting the Achievement of Looked After Children, the Oxford/Rees Centre Timpson research, published research by Professor David Berridge and Neil Harrison (now Exeter Uni) and the growing research base from the Bath Spa post-graduate programme.

Commissioning Research – Improving the Effectiveness of Virtual Schools

NAVSH secured the support of Neil Harrison to undertake the research into effective VSH practice. The report below was published on November 22nd 2023.

Effectiveness of Virtual schools - What makes an effective Virtual school?

This exciting research provided an evidence base for promoting 10 principals of effectiveness linked to 10 recommendations.

Attendance Action Alliance

The NAVSH chair was invited to be a full member of the secretary of state for education's Attendance Alliance in Summer Term 2023.

The invitation elevated our role and increased the visibility of our children. It also cemented partnerships between NAVSH, ADCS, the Chief Social Worker and the Children's Commissioner ensuring our children are not lost amongst national policy initiatives. The meeting in February 2024 was devoted to our children.

National Association of Virtual School Heads (NAVSH)

Trustees' Report (continued)

Promoting the emotional, social and mental health of children in care and previously looked after children so that their well-being enables learning

NAVSH are a partner to the Attachment Research Community Call for Action to make all schools attachment and trauma aware by 2025. NAVSH are working through the regions to encourage wide nominations for the Alex Timpson Award and supporting ARC regional conferences to provide opportunities for Virtual School officers and School leaders across the country.

The chair of NAVSH was again invited to open the annual Attachment Research Community conference and to sit on an expert panel, which provided an opportunity to consider how the skills and knowledge that impact on the social, emotional and mental health needs of looked after and previously looked after children. The panel discussion was recorded and can provide useful CPD opportunities.

Having a NAVSH trustee on the advisory group provides insight into upcoming REES centre projects and ensure NAVSH are able to influence future policy. Through this partnership NAVSH has been able to make links with the Shadow Cabinet, including the Shadow Minister for Mental Health, Rosena Allin-Khan and the CEO of the Education Policy Institute, Natalie Parera.

Schools and Academies Show 2023

The NAVSH chair was asked to join an expert panel at this year's Schools and Academies show hosted by the Editor of the TES. On stage was the ADCS president John Pearce, The Children's Commissioner, Dame Rachel Da Souza and, Co- Chief Executive of the National Governance Association, Emma Balchin.

Pathways to University from Care

The Chair of NAVSH sits on the National Care Leaver Benchmarking Forum who represent care leaving services across the country.

NAVSH have links with the DfE lead for care leaver progression into HE and have been a part of the DfE advisory group working with partner agencies to support the recommendations coming for 'stable homes built of love' in relation to FE and HE support for care leavers.

Extension and Expansion to Virtual School Head duties

NAVSH were approached by the DfE requesting support for the implementation of an expansion to our duty in relation to children in kinship care. NAVSH supported the ambition and principal of reducing the inequality between children with Special Guardianship Orders who have, and who haven't had, a period in care. NAVSH and the DfE worked collaboratively to shape guidance which achieved this aim, with guidance published as part of the national Kinship Strategy in December 2023.

NAVSH have continued to work together with the DfE to support the working group and the Programme Delivery Board of our extended duties in relation to children with a social worker.

Evaluation for the extension to duty is being provided by the Rees Centre Oxford-Leon Feinstein. Surveys for data capture were completed and Theory of Change workshops held with one VSH from each region and case studies for phase one. The evaluation report for phase 2 is expected to be published shortly after the NAVSH 2024 annual conference.

Post 16 National Roll-Out

NAVSH were very pleased with the extension of the 2-year pilot to a full national roll out providing all Virtual Schools with funding for Post 16 learners. The evaluation for this project is provided by the Rees Centre Oxford University in partnership with Cordis Bright with the research publication date due shortly after our 2024 annual conference.

National Association of Virtual School Heads (NAVSH)

Trustees' Report (continued)

NCER database

The functionality within the NCER database continues to grow and be responsive to the needs of VSH and NCER are working closely with NAVSH to provide data on the CiN and CP cohort. NCER and NAVSH have a close working partnership. NCER created a bespoke webinar for Virtual School Heads which took place in February 2024 and the NAVSH chair will be delivering a keynote speech at the NCER national conference in the Summer term 2024.

Member Surveys

NAVSH has continued to use the Qualtrics to enable capture, analysis and tracking of our annual member survey which informs our discussions with DCS, and partners about the development of the Virtual School model. These surveys are a great opportunity to find out more about the experiences of Virtual School Heads 'on the ground' and to track how our role and our teams develop over time. The findings/themes are shared anonymously with partners at Ofsted, ADfS and DfE and contribute to national policy developments.

Huge thanks from the board goes to Calvin Kipling for his work in this area.

Peer Reviews

Since March 2023, to date, three NAVSH Peer Reviews have been held - Gateshead, Hertfordshire and Ealing, whilst a peer review for Lewisham was postponed due to the local authority receiving an ILACS inspection call. A further Review was planned for the Spring Term but did not proceed due to local circumstances.

Two colleagues, an Assistant Director Social Care and a Virtual School Head were given the opportunity to shadow the Ealing Review to experience firsthand the process and procedure. As a result of regional consultation, more VSHs will shadow peer reviews over the coming year with a view to joining a peer team, whilst further training will be held in the Summer and Autumn terms 2024.

NAVSH would like to thank Linda Mason for her leadership and delivery of this crucial work.

National Association of Virtual School Heads (NAVSH)

Trustees' Report (continued)

2. EDUCATION AND TRAINING

Annual Conference

Virtual Schools - Celebrating 10 years of care experience success

The Annual NAVSH Conference remains the key event for supporting the work of virtual school heads and their teams. The opportunity to hear from a range of key partners, network with others from around the country and speak to organisations that support our work is an opportunity that many value. This has become a forum for celebrating the work Virtual School Heads do and engaging with partners to explore how we can continually improve in meeting our core goal of promoting the education of looked after, previously looked after and all children with a social worker.

It is testament to the work of the board over the years and our partnership with the DfE that we continue to have the support of the Minister for Children and Families as a guest speaker, illustrating that NAVSH does have the political 'ear' of those enabled to make policy decisions that impact on looked after and previously looked after children and the provision of care.

The 2024 conference will be held in person at the Birmingham Conference and Events Centre. An online viewing is also available at a reduced cost which many wider members of Virtual school Staff will be encouraged to view. The evaluations of this were hugely positive last year.

Development Days

The NAVSH board development sessions are an integral part of our annual calendar, enabling us to identify progress towards our development plan and charitable aims. Each year has brought us increased quality of data that is impacting on the daily work of VSH across the country, supported by colleagues at NCER.

A great deal of work has been completed on the development days in recognition that NAVSH needs administrative, legal, financial and governance support from specialist providers. The needs analysis and work on SLAs, reports received and an action plan ensured that the working practices of NAVSH are now much more effective.

A new website including a more efficient payment system for membership fees and conference booking has streamlined services for members.

Post-graduate course

The NAVSH post graduate study programme continues to be a great success and the 22 students who completed in June 2023, all passed with flying colours. They are warmly congratulated by the NAVSH board. This is the fourth successive group to complete the module and the June 2023 group were awarded more distinctions than any previous group. Everyone who passes earns 30 credits towards a master's degree and we have high expectations that many will choose to follow the master's pathway, if not immediately then at some time in the next four years.

A new PG course started in January 2024, with a slightly smaller group due to a lack of numbers and the need for a recruitment drive. The course is run by NAVSH in collaboration with Bath Spa University and it is now taught entirely online. Participants complete two assignments and are required to critically review key research literature on the education of care experienced children and on attachment, trauma and learning. We recognise that the assignments will provide an invaluable source of research for the organisation and the achievement of both our substantive charitable aims.

We wish all participants well and cannot wait to see where they take their learning. NAVSH would like to thank Gliny's Weller for her invaluable leadership in this work.

National Association of Virtual School Heads (NAVSH)

Trustees' Report (continued)

Scholarships

To strengthen the board's commitment to promoting research, the board have enabled a scholarship award to those undertaking the post-graduate study pathway with Bath Spa. The award is also open to those who go on to study for a masters or PhD, at a recognised UK university, focusing on an aspect of the education of care experienced children. There is a requirement to host a webinar or conference workshop to share findings. This further promotes the charitable objectives of NAVSH.

Regional work

Regional leads have really developed in their role this year and have fed back lots of local research and training going on in their regions. The national profile of the board with strategic partners means that Ofsted and the DfE are regularly speaking and contributing to regional conferences.

West Midlands held their first regional Designated Teacher conference and developed sports and arts opportunities across the region through their foundation. The North West held their first regional conference for Virtual School officers and held a facilitated leadership development day for all 25 Virtual School Heads from the region. The London region have strengthened their connections to the London Marathon this year and have prepared videos in a range of languages to support our children arriving from other countries and have been forging links with the youth offending institutions. The Eastern region have been pooling resources to create a data toolkit to better support our work with education settings, particularly Multi-Academy Trusts that span several authorities.

NAVSH New to Role (NTR) Programme

So far this academic year, there have been 5 video conferences on topics including Reflection on the first year of VS headship from the previous cohort of new VS heads, Reporting on your VS Extended Duties, VS performance, Courageous Leadership, Relational Approaches. As a response to feedback from last year's group we extended the time from an hour to an hour and a half to allow input from facilitators, guest speakers as well as time for participants to discuss and share good practice.

Approximately 18 new VS leaders have attended one or more of the video conferences this academic year.

The group have made connections with each other, shared ideas and had supportive conversations generated from the conferences. Feedback has been positive with a warm and open atmosphere / safe space for sharing good practice and discussing barriers and ways forward.

Coaching

6 new VSHs are currently accessing the coaching offer this academic year. Progress towards various personal, profession objectives is measured with coachees tracking their development at the beginning, middle and end. This will be anonymously collated at the end of the year.

There is still some capacity for those new to VS headship in the last two years who wish to access the coaching offer. The majority of coaching has been on line via teams but face to face where location allows.

NAVSH would like to thank Rachel Prior and Zoe Heyward for their tireless contributions and expertise in this area of work.

National Association of Virtual School Heads (NAVSH)

Trustees' Report (continued)

The NAVSH App

NAVSH have continued to collaborate with a company called Anspear to both create a platform as well as collate resources to support the Virtual School Head and their officers in their work.

NAVSH Webinar Series

The NAVSH Webinar series has gone from strength to strength and is now an integral aspect of NAVSH and its communication and relationship with all our members and partners. The webinars make a significant addition and enhancement to how we can demonstrate achieving our charitable aims in both disseminating the most current research, providing a platform to showcase best practice and to provide VSH and their teams with learning and development opportunities outside of regional activity and the annual conference.

Policy digests and CWSW handbook

NAVSH have commissioned a series of guides in relation to various policy documents and high profile publications. These are available on the membership area along with a range of resources to support Virtual School Heads and their officers. NAVSH has also commissioned the creation of a handbook in relation to our CWSW duties which will be ready for publication in the Summer Term 2024.

Race, Equality and Diversity

NAVSH has developed our commitment to ensure that best practice in Race Equality, Diversity and Inclusion is a golden thread running through every aspect of NAVSH as an organisation. We will be working with leading experts in the sector to ensure that our culture, policies and day to day practice represent best practice in this area.

We aim for this to be a modelled expectation of all NAVSH members demonstrated in their daily conduct and practice to meet the needs of our children and staff colleagues. We have commissioned a report from the Institute for Change and CEO Saj Zafar will be presenting this report at our 2024 Annual Conference.

Public benefit

It is important to highlight the wider scope of the work of NAVSH to promote the education of looked after children and care leavers:

- The NAVSH website continues to provide an overview of the education of care experienced children and has sections for VSHs, schools, carers, social workers and young people. The website includes key updates, news and the Twitter feed continue to keep it relevant. We have also used the website to promote requests for expressions of interest and uploading webinars. NAVSH also make use of social media to highlight research, good news stories, the work of other aligned partners/organisations, promote the work of the board and individual VSH and support/challenge narratives and news stories about the experiences of children in care.

- Calvin Kipling, Communications Lead continues to work extremely hard to promote positive messages of the work of Virtual Schools. The communication and social media interest following our conference in March 22 was very pleasing and we are hopeful that this year will be as strong as NAVSH has presence on Twitter, LinkedIn and Facebook. Many of the regions have active Whatsapp groups, as does the board.

- We have extended the licence capacity of the Zoom app due to the demand of the webinar programme.

- NAVSH continue to receive invites to speak and/ or attend high profile events with key partners.

Full details of all the learning and development opportunities available to NAVSH members are available on the NAVSH website and are also updated and shared at each annual conference.

The trustees confirm that they have complied with the requirements of section 17 of the Charities Act 2011 to have due regard to the public benefit guidance published by the Charity Commission for England and Wales.

National Association of Virtual School Heads (NAVSH)

Trustees' Report (continued)

Working with Key Partners

Department for Education (DFE)

NAVSH continues to work closely with colleagues from the Department for Education supporting on a range of different work streams such as:

CiN and CP extension to duty
Post-16 Pupil Premium Plus Pilot
SEND
Alternative Provision
UASC
Adoption and Special Guardianship Leadership Board
NCER Database
School Led tutoring
Live attendance data
Links with social care re New Framework

NAVSH would like to particularly thank Andrew Baxter for his support to the work of the board and members and Nicholas Budge, David Shreeves and Chris Walton all deserve our thanks for their support and brokerage of key contacts to a diverse range of other departments, consultations and policy makers. We continue to work with SC to shape the understanding of the importance of education.

Association of School and College Leaders

NAVSH now have a firm partnership with ASCL and were pleased to invite Margaret Mulholland to speak about inclusive practice at our conference in March 23. Training delivered to the Pastoral conference.

The Attachment Research Community CIO (ARC)

NAVSH and ARC are very closely aligned to core beliefs and values and over the years, VSH have 'served' both organisations. NAVSH became a 'co-signator' to The Call to Action - to make all schools attachment and Trauma Aware by 2025. ARC and NAVSH share a belief that relational approaches benefit all children, not just those who have experienced care and that, in light of the continued disruption to education being experienced universally by the majority of children and young people, there has never been a greater need for these approaches to be embedded.

The Independent Care Review

The review presents a huge opportunity to address some of the remaining barriers to the progress of care experienced children and young people including SEND, admissions and the independent sector. NAVSH look forward to responding to the consultation publication of Stable Homes, built on Love.

The SEND Green Paper

NAVSH look forward to the publication of the Green paper and to work with wider partners on its implementation.

Extension to 25

A group of Virtual School Heads from outside the NAVSH board have been contributing to the DfE's initial work in relation to a role for care leavers up to the age of 25. This invaluable consultation has enabled the views of Virtual School Heads to be considered at the very beginning of this long-term development.

National Association of Virtual School Heads (NAVSH)

Trustees' Report (continued)

Achievements and performance

The work of the board this year has understandably been overwhelmingly focussed on the continuing implementation of the extended duties ensuring that colleagues are supported well and that they are supported to make the most effective use of the funding and that it comes directly to the VSH. The funding announcements have been at very short notice, and we have supported members to take a pragmatic and positive approach.

Thank you once again to Alan Clifton for acting as our returning officer in the elections for trustees for 2023-24. We have had good interest this year and hope to secure all key posts at an exciting time for NAVSH and its future engagement in significant national work responding to Stable Homes, built on Love.

The core function of NAVSH is to promote the education of looked after and previously looked after children and to strategically improve outcomes for all children with a social worker, throughout this year the extended board have sought opportunities to engage with the media to promote NAVSH messages.

The National Association of Virtual School Heads has grown in profile and influence in a relatively short time but we can only continue to do this work through the support and commitment of our members.

The strength of NAVSH is its representation of all local authorities and all Virtual Schools. We hope that members feel assured that there is an organisation that exists to represent their voice, to raise the profile of the work we do, to help us do a better job by supporting research and getting us the tools we need to be more effective.

It is essential that the board continue to champion collaborative working, even when national policy and decision making has challenged some of our core values and beliefs. We look forward to implementing the recommendations from the Care Review, Stable Homes, Built on Love.

We are ensuring we do not lose sight of the voice of children and young people as NAVSH exists to champion the best in research and practice for them, leading by example and include this in our mission statement.

Financial review

Income from charitable activities increased from £258,013 to £315,337 following an increase in membership fee rates and conference fees as the charity continued to expand its support for members. Conference income increased from £131,938 to £165,118 to cover the increasing costs of running the event.

Expenditure increased from £301,269 in 2023 to £309,851, which included £164,315 (2023 - £127,927) for the conference. The other significant costs for the charity relate to the full time administrative function through Set Square, providing support to the members and the board, as well as one off costs of the Research Symposium event and the Equality Diversity and Inclusion project funded by the charity.

At the year end the charity had bank balances of £219,622 (2023 - £206,315) and net assets of £185,494 (2023 - £176,102) - all funds are unrestricted.

National Association of Virtual School Heads (NAVSH)

Trustees' Report (continued)

Policy on reserves

An important part of the work done this year has been to maintain a firm financial base to enable NAVSH to meet its charitable objectives and financial obligations.

To this end, NAVSH needs to have reserves in place.

The NAVSH annual conference is an essential part of how we fulfil our charitable objectives, and the organisation needs to have sufficient funds in place to meet the upfront costs of arranging this conference.

NAVSH also needs to have sufficient reserves in place to fulfil any financial commitments and liabilities, should it be necessary to disband the organisation at a future time.

NAVSH will therefore maintain a minimum unrestricted reserve of £50,000. The charity has a level of free reserves significantly in excess of this following research and resource development projects having reduced over the last few years. The Trustees have plans in place to ensure reserves are used for charitable activities, including increased members' support and research projects over the coming few years.

Principal risks and uncertainties

The trustees regularly review the key risks faced by the charity, the establishment of systems and procedures to address those potential risks and mitigate any impact on the charity if they materialise.

NAVSH ensures financial probity by - ensuring that financial statements and records are reviewed by a trustee other than the treasurer at regular intervals; - considering a financial report at every trustees meeting; - presenting the accounts at the Annual General Meeting; - completing the detailed annual return for the Charity Commission which will be submitted later in 2023/24.

Financial instruments

Objectives and policies

The charity's activities expose it to a number of financial risks including credit risk. The charity does not use derivative financial instruments for speculative purposes.

Credit risk

The charity's principal financial assets are bank balances and cash and trade and other receivables.

The charity's credit risk is primarily attributable to its trade receivables. The amounts presented in the balance sheet are net of allowances for doubtful receivables. An allowance for impairment is made where there is an identified loss event which, based on previous experience, is evidence of a reduction in the recoverability of the cash flows.

National Association of Virtual School Heads (NAVSH)

Trustees' Report (continued)

Statement of Trustees' Responsibilities

The trustees are responsible for preparing the trustees' report and the financial statements in accordance with the United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice) and applicable law and regulations.

The law applicable to charities requires the trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charity and of the incoming resources and application of resources of the charity 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 judgements and estimates that are reasonable and prudent;
- state whether applicable accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in business.

The trustees are responsible for keeping proper accounting records that disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the financial statements comply with the Charities Act 2011, the Charities (Accounts and Reports) Regulations 2008, and the provisions of the constitution. The trustees are also responsible for safeguarding the assets of the charity 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 governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

The annual report was approved by the trustees of the charity on 24 January 2025 and signed on its behalf by:



.....
Susan Owen-Johnson
Chairman and trustee

National Association of Virtual School Heads (NAVSH)

Independent Examiner's Report to the trustees of National Association of Virtual School Heads (NAVSH)

I report to the trustees on my examination of the accounts of National Association of Virtual School Heads (NAVSH) for the year ended 31 March 2024.

Responsibilities and basis of report

As the charity trustees of National Association of Virtual School Heads (NAVSH) you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ('the Act').

I report in respect of my examination of the National Association of Virtual School Heads (NAVSH)'s accounts carried out under section 145 of the 2011 Act and in carrying out my examination I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the Act.

Independent examiner's statement

Since National Association of Virtual School Heads (NAVSH)'s gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the 2011 Act. I confirm that I am qualified to undertake the examination because I am a member of , which is one of the listed bodies.

I have completed my examination. I confirm that no material matters have come to my attention in connection with the examination giving me cause to believe that in any material respect:

1. accounting records were not kept in respect of National Association of Virtual School Heads (NAVSH) as required by section 130 of the Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the accounting requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 other than any requirement that the accounts give a 'true and fair view' which is not a matter considered as part of an independent examination.

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.



.....
B Hayes BSc FCA
Wenn Townsend
Chartered Accountants

30 St Giles
Oxford
OX1 3LE

24 January 2025

National Association of Virtual School Heads (NAVSH)

Statement of Financial Activities for the Year Ended 31 March 2024

	Note	Unrestricted funds £	2024 £
Income and Endowments from:			
Donations and legacies	2	3,000	3,000
Charitable activities	3	315,337	315,337
Investment income	4	906	906
Total income		<u>319,243</u>	<u>319,243</u>
Expenditure on:			
Charitable activities	5	<u>(309,851)</u>	<u>(309,851)</u>
Total expenditure		<u>(309,851)</u>	<u>(309,851)</u>
Net income		<u>9,392</u>	<u>9,392</u>
Net movement in funds		9,392	9,392
Reconciliation of funds			
Total funds brought forward		<u>176,102</u>	<u>176,102</u>
Total funds carried forward	15	<u>185,494</u>	<u>185,494</u>
		Unrestricted funds £	2023 £
Income and Endowments from:			
Donations and legacies		29	29
Charitable activities	3	258,013	258,013
Investment income	4	361	361
Total income		<u>258,403</u>	<u>258,403</u>
Expenditure on:			
Charitable activities	5	<u>(301,269)</u>	<u>(301,269)</u>
Total expenditure		<u>(301,269)</u>	<u>(301,269)</u>
Net expenditure		<u>(42,866)</u>	<u>(42,866)</u>
Net movement in funds		(42,866)	(42,866)
Reconciliation of funds			
Total funds brought forward		<u>218,968</u>	<u>218,968</u>
Total funds carried forward	15	<u>176,102</u>	<u>176,102</u>

All of the charity's activities derive from continuing operations during the above two periods.

The funds breakdown for 2023 is shown in note 15.

The notes on pages 16 to 23 form an integral part of these financial statements.

National Association of Virtual School Heads (NAVSH)

**(Registration number: 1166708)
Balance Sheet as at 31 March 2024**

	Note	2024 £	2023 £
Current assets			
Debtors	12	36,975	37,936
Cash at bank and in hand	13	<u>219,622</u>	<u>206,315</u>
		256,597	244,251
Creditors: Amounts falling due within one year	14	<u>(71,103)</u>	<u>(68,149)</u>
Net assets		<u>185,494</u>	<u>176,102</u>
Funds of the charity:			
Unrestricted income funds			
Unrestricted funds		<u>185,494</u>	<u>176,102</u>
Total funds	15	<u>185,494</u>	<u>176,102</u>

The financial statements on pages 14 to 23 were approved by the trustees, and authorised for issue on 24 January 2025 and signed on their behalf by:



.....
Susan Owen-Johnson
Chairman and trustee

National Association of Virtual School Heads (NAVSH)

Notes to the Financial Statements for the Year Ended 31 March 2024

1 Accounting policies

Statement of compliance

The financial statements have been prepared in accordance with the second edition of the Charities Statement of Recommended Practice issued in October 2019, the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102) and the Charities Act 2011.

Basis of preparation

National Association of Virtual School Heads (NAVSH) meets the definition of a public benefit entity under FRS 102. The accounts (financial statements) have been prepared under the historical cost convention with items recognised at cost or transaction value unless otherwise stated in the relevant note(s) to these accounts.

The presentational currency is £.

Going concern

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

Income and endowments

All incoming resources are included in the Statement of Financial Activities (SoFA) when the charity is legally entitled to the income after any performance conditions have been met, the amount can be measured reliably and it is probable that the income will be received.

Income from charitable activities includes income from memberships, conference income of both delegates and exhibitors, peer reviews and attendance on the post graduate course.

Donations and legacies

Donations and legacies are recognised on a receivable basis when receipt is probable and the amount can be reliably measured.

Grants receivable

Grants are recognised when the charity has an entitlement to the funds and any conditions linked to the grants have been met. Where performance conditions are attached to the grant and are yet to be met, the income is recognised as a liability and included on the balance sheet as deferred income to be released.

Expenditure

All expenditure is recognised once there is a legal or constructive obligation to that expenditure, it is probable settlement is required and the amount can be measured reliably. All costs are allocated to the applicable expenditure heading that aggregate similar costs to that category. Where costs cannot be directly attributed to particular headings they have been allocated on a basis consistent with the use of resources.

Charitable activities

Charitable expenditure comprises those costs incurred by the charity in the delivery of its activities and services for its beneficiaries. It includes both costs that can be allocated directly to such activities and those costs of an indirect nature necessary to support them.

National Association of Virtual School Heads (NAVSH)

Notes to the Financial Statements for the Year Ended 31 March 2024 (continued)

Grant provisions

Provisions for grants are made when the intention to make a grant has been communicated to the recipient but there is uncertainty about either the timing of the grant or the amount of grant payable.

Support costs

Support costs include central functions and have been allocated to activity cost categories on a basis consistent with the use of resources.

Governance costs

These include the costs attributable to the charity's compliance with constitutional and statutory requirements, including audit, strategic management and trustees meetings and reimbursed expenses.

Taxation

The charity is considered to pass the tests set out in Paragraph 1 Schedule 6 of the Finance Act 2010 and therefore it meets the definition of a charitable company for UK corporation tax purposes. Accordingly, the charity is potentially exempt from taxation in respect of income or capital gains received within categories covered by Chapter 3 Part 11 of the Corporation Tax Act 2010 or Section 256 of the Taxation of Chargeable Gains Act 1992, to the extent that such income or gains are applied exclusively to charitable purposes.

Fund structure

Unrestricted income funds are general funds that are available for use at the trustees discretion in furtherance of the objectives of the charity.

Financial instruments

Classification

Financial assets and financial liabilities are recognised when the charity becomes a party to the contractual provisions of the instrument.

Financial liabilities and equity instruments are classified according to the substance of the contractual arrangements entered into. An equity instrument is any contract that evidences a residual interest in the assets of the charity after deducting all of its liabilities.

National Association of Virtual School Heads (NAVSH)

Notes to the Financial Statements for the Year Ended 31 March 2024 (continued)

Recognition and measurement

All financial assets and liabilities are initially measured at transaction price (including transaction costs), except for those financial assets classified as at fair value through profit or loss, which are initially measured at fair value (which is normally the transaction price excluding transaction costs), unless the arrangement constitutes a financing transaction. If an arrangement constitutes a financing transaction, the financial asset or financial liability is measured at the present value of the future payments discounted at a market rate of interest for a similar debt instrument.

Financial assets and liabilities are only offset in the statement of financial position when, and only when there exists a legally enforceable right to set off the recognised amounts and the charity intends either to settle on a net basis, or to realise the asset and settle the liability simultaneously.

Financial assets are derecognised when and only when a) the contractual rights to the cash flows from the financial asset expire or are settled, b) the charity transfers to another party substantially all of the risks and rewards of ownership of the financial asset, or c) the charity, despite having retained some, but not all, significant risks and rewards of ownership, has transferred control of the asset to another party.

Financial liabilities are derecognised only when the obligation specified in the contract is discharged, cancelled or expires.

2 Income from donations and legacies

	Unrestricted funds General £	Total funds £
Grants, including capital grants;		
Grants from other charities	3,000	3,000
Total for 2024	3,000	3,000
Total for 2023	29	29

During the year the Charity received funds of £3,000 from the University of Exeter in respect of their contributions to the KPMG Foundation project.

3 Income from charitable activities

	Unrestricted funds General £	2024 £	2023 £
Membership	114,150	114,150	74,975
Conference	165,118	165,118	131,938
Post Graduate course	28,500	28,500	39,100
Peer review	7,569	7,569	12,000
	315,337	315,337	258,013

National Association of Virtual School Heads (NAVSH)

Notes to the Financial Statements for the Year Ended 31 March 2024 (continued)

4 Investment income

	Unrestricted funds General £	2024 £	2023 £
Interest receivable and similar income;			
Interest receivable on bank deposits	906	906	361
	906	906	361

5 Expenditure on charitable activities

	Note	Unrestricted funds General £	2024 £	2023 £
Membership		95,650	95,650	55,232
Conference		164,315	164,315	127,927
Post Graduate course		8,967	8,967	35,008
Peer review		5,554	5,554	19,397
Grant funding of activities		6,000	6,000	6,000
Staff costs		-	-	10,034
Allocated support costs	6	25,485	25,485	26,254
Governance costs	6	3,880	3,880	21,417
		309,851	309,851	301,269

The membership costs are analysed as follows:

	Note	Unrestricted funds General £	2024 £	2023 £
Membership support costs		5,833	5,833	4,998
Webinar & other training course costs		16,604	16,604	6,236
IT and software costs		6,764	6,764	4,643
Website costs		2,664	2,664	20,497
Subscriptions and licences		9,185	9,185	7,830
Research and development		16,900	16,900	245
Advertising and PR		12,855	12,855	5,283
External consultants' fees		24,845	24,845	5,500
		95,650	95,650	55,232

For the year ended 31 March 2024, the research and development costs related to the Research Symposium held in February 2024 and the external consulting costs were primarily in relation to the Charity's Equality, Diversity and Inclusion Project.

National Association of Virtual School Heads (NAVSH)

Notes to the Financial Statements for the Year Ended 31 March 2024 (continued)

6 Analysis of governance and support costs

Support costs allocated to charitable activities

	Administration costs £	2024 £	2023 £
Administration costs	11,605	11,605	7,108
Development days	4,076	4,076	2,905
Insurance	467	467	466
Office expenses	396	396	1,466
Trustee and board support	4,998	4,998	17,065
Travel and subsistence	549	549	454
Accountancy fees	4,500	4,500	2,880
Bad debts written back	(1,914)	(1,914)	(6,708)
Bank charges	808	808	618
	<u>25,485</u>	<u>25,485</u>	<u>26,254</u>

Following a review of financial processes of the Charity, the Trustees improved the collection of outstanding customer invoices from over the last four years and hence the write back of the previous bad debt provision during the period.

Governance costs

	Unrestricted funds General £	2024 £	2023 £
Independent examiner fees			
Examination of the financial statements	880	880	820
Legal fees	3,000	3,000	18,597
Other governance costs	-	-	2,000
	<u>3,880</u>	<u>3,880</u>	<u>21,417</u>

National Association of Virtual School Heads (NAVSH)

Notes to the Financial Statements for the Year Ended 31 March 2024 (continued)

7 Grant-making

Analysis of grants

The support costs associated with grant-making are £Nil (31 March 2023 - £Nil).

Below are details of material grants made to institutions.

Name of institution	Activity	2024 £	2023 £
Attachment Research Community	CIO Membership	<u>6,000</u>	<u>6,000</u>

8 Trustees remuneration and expenses

No trustees, nor any persons connected with them, have received any remuneration from the charity during the year.

No trustees have received any reimbursed expenses or any other benefits from the charity during the year.

9 Staff costs

The aggregate payroll costs were as follows:

	2024 £	2023 £
Staff costs during the year were:		
Wages and salaries	<u>-</u>	<u>10,034</u>

The monthly average number of persons (including senior management / leadership team) employed by the charity during the year expressed as full time equivalents was as follows:

	2024 No	2023 No
Administration	<u>-</u>	<u>1</u>

No employee received emoluments of more than £60,000 during the year

National Association of Virtual School Heads (NAVSH)

Notes to the Financial Statements for the Year Ended 31 March 2024 (continued)

10 Independent examiner's remuneration

	2024 £	2023 £
Examination of the financial statements	<u>880</u>	<u>820</u>

11 Taxation

The charity is a registered charity and is therefore exempt from taxation.

12 Debtors

	2024 £	2023 £
Trade debtors	21,606	25,622
Prepayments	<u>15,369</u>	<u>12,314</u>
	<u>36,975</u>	<u>37,936</u>

13 Cash and cash equivalents

	2024 £	2023 £
Cash at bank	<u>219,622</u>	<u>206,315</u>

14 Creditors: amounts falling due within one year

	2024 £	2023 £
Trade creditors	61,585	30,035
Accruals	<u>9,518</u>	<u>38,114</u>
	<u>71,103</u>	<u>68,149</u>

National Association of Virtual School Heads (NAVSH)

Notes to the Financial Statements for the Year Ended 31 March 2024 (continued)

15 Funds

	Balance at 1 April 2023 £	Incoming resources £	Resources expended £	Balance at 31 March 2024 £
Unrestricted funds				
General	176,102	319,243	(309,851)	185,494
	Balance at 1 April 2022 £	Incoming resources £	Resources expended £	Balance at 31 March 2023 £
Unrestricted funds				
General	218,968	258,403	(301,269)	176,102

16 Analysis of net assets between funds

	Unrestricted funds General £	Total funds at 31 March 2024 £
Current assets	256,597	256,597
Current liabilities	(71,103)	(71,103)
Total net assets	185,494	185,494
	Unrestricted funds General £	Total funds at 31 March 2023 £
Current assets	244,251	244,251
Current liabilities	(68,149)	(68,149)
Total net assets	176,102	176,102

17 Related party transactions

There were no related party transactions in the year.

NATIONAL ASSOCIATION OF VIRTUAL SCHOOL HEADS

England & Wales - Charity number 1166708

Accounts

Charity registration number: 1166708

National Association of Virtual School Heads (NAVSH)

Annual Report and Financial Statements

for the Year Ended 31 March 2023



National Association of Virtual School Heads (NAVSH)

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National Association of Virtual School Heads (NAVSH)

Reference and Administrative Details

Chair	Matthew Cooke, Chair
Trustees	Anwen Foy, CPD Lead Calvin Kipling, Communications Lead Fay Blyth, Research Lead Jancis Andrew, Vice Chair Julie Bunn, Immediate Past Chair Kate Leyshon, Honorary Secretary Lynsey Burrige, Honorary Treasurer Matthew Cooke, Chair Natalie White, Policy Lead Patrick Ward, Extended Duties Lead Sarah Ann Clark, Regional Lead Tina Henley, Regional Lead
Charity Registration Number	1166708
Principal Office	1 Shrieves Walk Sheep Street Stratford upon Avon Warwickshire CV37 6GJ
Independent Examiner	Wenn Townsend Chartered Accountants 30 St Giles Oxford OX1 3LE
Accountants	CBSL Accountants Limited Rowan House North 1 The Professional Quarter Shrewsbury Busines Park Shrewsbury SY2 6LG

National Association of Virtual School Heads (NAVSH)

Trustees' Report

The trustees present the annual report together with the financial statements of the charity for the year ended 31 March 2023.

Trustees and officers

The trustees and officers serving during the year and since the year end were as follows:

Trustees:	Anwen Foy, CPD Lead
	Calvin Kipling, Communications Lead
	Fay Blyth, Research Lead (appointed 27 February 2023)
	Jancis Andrew, Vice Chair
	Julie Bunn, Immediate Past Chair
	Kate Leyshon, Honorary Secretary (appointed 1 April 2022)
	Lynsey Burridge, Honorary Treasurer
	Matthew Cooke, Chair
	Natalie White, Policy Lead (appointed 1 August 2022)
	Patrick Ward, Extended Duties Lead
	Rachael Pryor, Research Lead (resigned 31 December 2022)
	Sarah Ann Clark, Regional Lead
	Tina Henley, Regional Lead

Structure, governance and management

Nature of governing document

The charity is a incorporated under a constitution dated 22 April 2016, as amended 29 March 2018, on 4 April 2019, 5 April 2019 and 13 April 2019.

Recruitment and appointment of trustees

The trustees who served from April 22 2016 to March 22 2017 were foundation trustees. Subsequent trustees are elected by the membership and confirmed at the annual general meeting.

Governance

The NAVSH trustees have reviewed governance last year. A specialist was brought in for advice and recommendations. A report was received for the board to consider. NAVSH has enlisted the support of a charity specialist legal adviser. A new administration team Setsquare started from April 2022.

Many thanks to Andrew Russell and our apprentice Shanteh Manning for their support before Andrew retired and Shanteh moved on to a new position.

Changes have been made to the constitution this year. NAVSH continues to review its governance arrangements at least annually using the Charity Commission Governance Checklist. This year we have maximised the use of on-line meetings and webinars to hold trustee meetings and to also engage the wider membership around exploring key issues linked to our objects.

National Association of Virtual School Heads (NAVSH)

Trustees' Report (continued)

Objectives and activities

Objects and aims

The objects of the charity are:

- To advance education for the public benefit in the care and education of looked after children, previously looked-after children and care leavers by the undertaking of research for the public benefit and the dissemination of the useful results thereof.
- To promote the care and education of looked after children, previously looked-after children and care leavers in particular, but not exclusively by, the provision of education and training for those employed in provision of care for looked after children.

Objectives, strategies and activities

1. RESEARCH

We have kept this objective very much to the forefront of our work as a Board in 2022/23 through our Research and CPD Leads and trustee involvement in various initiatives at a local and national level including the Institute of Education/UCL Promoting the Achievement of Looked After Children, the Oxford/Rees Centre Timpson research, published research by Professor David Berridge and Neil Harrison (now Exeter University) and the growing research base from the Bath Spa post-graduate programme.

Commissioning Research – Effective Virtual Schools

NAVSH secured the support of Neil Harrison to undertake the research into effective VSH practice.

Effectiveness of Virtual schools - What makes an effective Virtual school?

This exciting research is a large scale mixed methods research involving focus groups.

Link partner Dr Neil Harrison, The REES Centre (now Exeter University). Funded by KPMG.

Promoting the emotional, social and mental health of children in care and previously looked after children so that their well-being enables learning

NAVSH are a partner to the Attachment Research Community Call for Action to make all schools attachment and trauma aware by 2025. NAVSH are working through the regions to encourage wide nominations for the Alex Timpson Award.

Having a NAVSH trustee on the advisory group provides insight into upcoming REES centre projects. This link is incredibly valuable with NAVSH especially as it brings knowledge from schools and local authorities taking part in the programme.

The chair of NAVSH was invited to open the annual Attachment Research Community conference and to sit on an expert panel, which provided an opportunity to consider how the skills and knowledge that impact on the social, emotional and mental health needs of looked after and previously looked after children. The panel discussion was recorded and can provide useful CPD opportunities.

Pathways to University from Care

The Chair of NAVSH trustee sits on the National Care Leaver Benchmarking Forum who represent care leaving services across the country.

NAVSH have links with the DfE lead for care leaver progression into HE.

National Association of Virtual School Heads (NAVSH)

Trustees' Report (continued)

Children in Need Extension to duty

We are in the second year of the extension to duty for all children with a social worker and NAVSH have provided regular webinars to members with colleagues from DfE, REES Centre Oxford and serving VSH with very useful sharing of good practice. NAVSH have continued to work together with the DfE to support the working group and the Programme Delivery Board.

Evaluation for the extension to duty is being provided by the Rees Centre Oxford- Leon Feinstein. Surveys for data capture were completed and Theory of Change workshops held with one VSH from each region and case studies. The evaluation report has been delivered and the Rees Centre have provided dissemination to NAVSH members.

Post 16 Pilot

NAVSH were very pleased with the extension to 54 LAs across the country to take part in the POST 16 Pupil Premium Pilot. The successful authorities were taken from the previous EOI allowing the project to extend throughout 22-23. Again the evaluation for this project is provided by the Rees Centre Oxford University with the format detailed above.

National Tutoring Programme, School Led Tuition and Recovery funding.

NAVSH have worked with our DfE colleagues to implement the funding in the most effective way. This has been a somewhat difficult process as Virtual school's operate in a very different way to bricks and mortar schools so the personalised approach needed was very high in admin terms for VSHs.

Huge thanks from the trustee board goes again this year to Matthew Cooke who has provided advice and guidance to members and works closely with DfE colleagues to minimise the disruption caused by an error in the counting system.

NCER database

The functionality within the NCER database continues to grow and be responsive to the needs of VSH and NCER are working closely with NAVSH to provide data on the CiN and CP cohort.

Member Surveys

NAVSH has continued to use the Qualtrics to enable capture, analysis and tracking of our annual member survey which informs our discussions with DCS, and partners about the development of the Virtual School model. These surveys are a great opportunity to find out more about the experiences of Virtual School Heads 'on the ground' and to track how our role and our teams develop over time. The findings/themes are shared anonymously with partners at Ofsted, ADCS and DfE and contribute to national policy developments.

Huge thanks from the board goes to Calvin Kipling for his work in this area.

Peer Reviews - Summary Report

The findings from the Peer Review pilots are collated into a report which draws on reviews in local authorities. This work provides additional evidence of the impact of the VSH role and highlights practices that could be deemed to make for 'effective' Virtual Schools and will support the commissioning of the next significant piece of research by NAVSH that will examine themes.

Thanks to Linda Mason for her leadership of this process as the new lead diagnostic manager and to Alan Clifton for developing the NAVSH Peer review programme until its handover to Linda Mason this year.

National Association of Virtual School Heads (NAVSH)

Trustees' Report (continued)

2. EDUCATION AND TRAINING

Annual Conference

Virtual Schools - Building Relationships and Enabling System Change. Emirates Old Trafford Cricket Ground, Manchester

The Annual NAVSH Conference remains the key event for supporting the work of virtual school heads and their teams. The opportunity to hear from a range of key partners, network with others from around the country and speak to organisations that support our work is an opportunity that many value. This has become a forum for celebrating the work Virtual School Heads do and engaging with partners to explore how we can continually improve in meeting our core goal of promoting the education of looked after, previously looked after children and all children with a social worker.

It is testament to the work of the board over the years and our partnership with the DfE that we continue to have the support of the Minister for Children and Families as a guest speaker, illustrating that NAVSH does have the political 'ear' of those enabled to make policy decisions that impact on looked after and previously looked after children and the provision of care.

The 2023 conference was held in person. An online viewing was also available at a much reduced cost which many wider members of Virtual school Staff viewed. The evaluations were hugely positive.

Development Days

The NAVSH board development sessions are an integral part of our annual calendar, enabling us to identify progress towards our development plan and charitable aims. Each year has brought us increased quality of data that is impacting on the daily work of VSH across the country, supported by colleagues at NCER.

A great deal of work has been completed on the development days in recognition that NAVSH needs administrative, legal, financial and governance support from specialist providers. The needs analysis and work on SLAs, reports received and an action plan ensured that the working practices of NAVSH are now much more effective.

A new website including a more efficient payment system for membership fees and conference booking has streamlined services for members.

Post-graduate course

The course did not start until January 2023 due to a lack of numbers and the need for a recruitment drive. The course is run by NAVSH in collaboration with Bath Spa University and it is now taught entirely online. Participants complete two assignments and are required to critically review key research literature on the education of care experienced children and on attachment, trauma and learning. We recognise that the dissertations will provide an invaluable source of research for the organisation and the achievement of both our substantive charitable aims.

Scholarships

To strengthen the board's commitment to promoting research, the board have enabled a scholarship award to those undertaking the post-graduate study pathway with Bath Spa. The award is also open to those who go on to study for a masters or PhD, at a recognised UK university, focusing on an aspect of the education of care experienced children. There is a requirement to host a webinar or conference workshop to share findings. This further promotes the charitable objectives of NAVSH.

National Association of Virtual School Heads (NAVSH)

Trustees' Report (continued)

NAVSH New to Role Programme

As well as the Post-Graduate Course, NAVSH continue to deliver programmes for Virtual School Heads who are new to role. We know that the role of the Virtual School Head is like no other and can sometimes feel a little isolated, sitting between the worlds of education and social care. The New to Role programme offers networking opportunities and webinars as well as a coaching programme.

NAVSH Webinar Series

The NAVSH Webinar series has gone from strength to strength and is now an integral aspect of NAVSH and its communication and relationship with all our members and partners. The webinars make a significant addition and enhancement to how we can demonstrate achieving our charitable aims in both disseminating the most current research, providing a platform to showcase best practice and to provide VSH and their teams with learning and development opportunities outside of regional activity and the annual conference. Huge thanks from the board to Vice Chair Matthew Cooke on his work in this area.

Regional work

Regional leads have really developed in their role this year and have fed back lots of local research and training going on in their regions. The national profile of the board with strategic partners means that Ofsted and the DFE are regularly speaking and contributing to regional conferences.

Race, Equality and Diversity

Over the next year NAVSH will be developing our commitment to ensure that best practice in Race, Equality, Diversity and Inclusion is a golden thread running through every aspect of NAVSH as an organisation. We will be working with leading experts in the sector to ensure that our culture, policies and day to day practice represent best practice in this area. We aim for this to be a modelled expectation of all NAVSH members demonstrated in their daily conduct and practice to meet the needs of our children and staff colleagues.

Public benefit

It is important to highlight the wider scope of the work of NAVSH to promote the education of looked after children and care leavers:

- The NAVSH website continues to provide an overview of the education of care experienced children and has sections for VSHs, schools, carers, social workers and young people. The website includes key updates, news and the Twitter feed continue to keep it relevant. We have also used the website to promote requests for expressions of interest and uploading webinars. NAVSH also make use of social media to highlight research, good news stories, the work of other aligned partners/organisations, promote the work of the board and individual VSH and support/challenge narratives and news stories about the experiences of children in care.
- Calvin Kipling, Communications Lead continues to work extremely hard to promote positive messages of the work of Virtual Schools. The communication and social media interest following our conference in March 22 was very pleasing and we are hopeful that this year will be as strong as NAVSH has presence on Twitter, LinkedIn and Facebook. Many of the regions have active Whatsapp groups, as does the board.
- We have extended the licence capacity of the Zoom app due to the demand of the webinar programme.
- NAVSH continue to receive invites to speak and/ or attend high profile events with key partners.

Full details of all the learning and development opportunities available to NAVSH members are available on the NAVSH website and are also updated and shared at each annual conference.

The trustees confirm that they have complied with the requirements of section 17 of the Charities Act 2011 to have due regard to the public benefit guidance published by the Charity Commission for England and Wales.

National Association of Virtual School Heads (NAVSH)

Trustees' Report (continued)

Working with Key Partners

Department for Education (DFE)

NAVSH continues to work closely with colleagues from the Department for Education supporting on a range of different work streams such as:

CiN and CP extension to duty
Post-16 Pupil Premium Plus Pilot
SEND
Alternative Provision
UASC
Adoption and Special Guardianship Leadership Board
NCER Database
School Led tutoring
Live attendance data
Links with social care re New Framework

NAVSH would like to particularly thank Andrew Baxter for his support to the work of the board and members and we thank Nicholas Budge, David Shreeves and Chris Walton all deserve our thanks for their support and brokerage of key contacts to a diverse range of other departments, consultations and policy makers. We continue to work with SC to shape the understanding of the importance of education.

Association of School and College Leaders

NAVSH now have a firm partnership with ASCL and were pleased to invite Margaret Mulholland to speak about inclusive practice at our conference in March 23. Training delivered to the Pastoral conference.

The Attachment Research Community CIO (ARC)

NAVSH and ARC are very closely aligned to core beliefs and values and over the years, VSH have 'served' both organisations. NAVSH became a 'co-signator' to The Call to Action - to make all schools attachment and Trauma Aware by 2025. ARC and NAVSH share a belief that relational approaches benefit all children, not just those who have experienced care and that, in light of the continued disruption to education being experienced universally by the majority of children and young people, there has never been a greater need for these approaches to be embedded.

The Independent Care Review

The review presents a huge opportunity to address some of the remaining barriers to the progress of care experienced children and young people including SEND, admissions and the independent sector. NAVSH look forward to responding to the consultation publication of Stable Homes, built on Love.

The SEND Green Paper

NAVSH look forward to the publication of the Green paper and to work with wider partners on its implementation.

National Association of Virtual School Heads (NAVSH)

Trustees' Report (continued)

Achievements and performance

The work of the board this year had understandably been overwhelmingly focussed on the continuing implementation of the extended duties ensuring that colleagues are supported well and that they are supported to make the most effective use of the funding and that it comes directly to the VSH. The funding announcements have been at very short notice and we have supported members to take a pragmatic and positive approach.

Thank you once again to Alan Clifton for acting as our returning officer in the elections for trustees for 2022-23. We have had good interest this year and hope to secure all key posts at an exciting time for NAVSH and its future engagement in significant national work responding to Stable Homes, built on Love.

The core function of NAVSH is to promote the education of looked after and previously looked after children and to strategically improve outcomes for all children with a social worker throughout this year the extended board have sought opportunities to engage with the media to promote NAVSH messages.

NAVSH has grown in profile and influence in a relatively short time but we can only continue to do this work through the support and commitment of our members.

The strength of NAVSH is its representation of all local authorities and all Virtual Schools. We hope that members feel assured that there is an organisation that exists to represent their voice, to raise the profile of the work we do, to help us do a better job by supporting research and getting us the tools we need to be more effective.

It is essential that the board continue to champion collaborative working, even when national policy and decision making has challenged some of our core value and beliefs. We look forward to implementing the recommendations from the Care Review, Stable Homes, Built on Love.

We are ensuring we do not lose sight of the voice of the children and young people as NAVSH exists to champion the best in research and practice for them, leading by example and include this is in our mission statement.

Financial review

The charity continued to expand its key activities and income from charitable activities increased from £223,072 (a 13 month period) to £258,013. Conference income increased from £106,512 in 2022 to £131,938 in 2023.

Expenditure has also increased from £160,919 to £301,269 in 2023, which included £127,927 for the conference and £20,497 on the website development. In addition the charity has a full time administrative function through Set Square which provides support to the members and board, which has increased costs for the year but within the budget agreed by the board.

At the year end the charity had bank balances of £206,315 (2022 - £180,832) and net assets of £176,102 (2022 - £218,968) - all funds are unrestricted.

National Association of Virtual School Heads (NAVSH)

Trustees' Report (continued)

Policy on reserves

An important part of the work done this year has been to maintain a firm financial base to enable NAVSH to meet its charitable objectives and financial obligations.

To this end, NAVSH needs to have reserves in place.

The NAVSH annual conference is an essential part of how we fulfil our charitable objectives, and the organisation needs to have sufficient funds in place to meet the upfront costs of arranging this conference.

NAVSH also needs to have sufficient reserves in place to fulfil any financial commitments and liabilities, should it be necessary to disband the organisation at a future time.

NAVSH will therefore maintain a minimum unrestricted reserve of £50,000. The charity has a level of free reserves significantly in excess of this following research and resource development projects having reduced over the last few years. The Trustees have plans in place to ensure reserves are used for charitable activities, including increased members' support and research projects over the coming few years.

Principal risks and uncertainties

The trustees regularly review the key risks faced by the charity, the establishment of systems and procedures to address those potential risks and mitigate any impact on the charity if they materialise.

NAVSH ensures financial probity by - ensuring that financial statements and records are reviewed by a trustee other than the treasurer at regular intervals; - considering a financial report at every trustees meeting; - presenting the accounts at the Annual General Meeting; - completing the detailed annual return for the Charity Commission which will be submitted later in 2023/24.

Financial instruments

Objectives and policies

The charity's activities expose it to a number of financial risks including credit risk. The charity does not use derivative financial instruments for speculative purposes.

Credit risk

The charity's principal financial assets are bank balances and cash and trade and other receivables.

The charity's credit risk is primarily attributable to its trade receivables. The amounts presented in the balance sheet are net of allowances for doubtful receivables. An allowance for impairment is made where there is an identified loss event which, based on previous experience, is evidence of a reduction in the recoverability of the cash flows.

National Association of Virtual School Heads (NAVSH)

Trustees' Report (continued)

Statement of Trustees' Responsibilities

The trustees are responsible for preparing the trustees' report and the financial statements in accordance with the United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice) and applicable law and regulations.

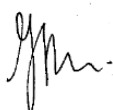
The law applicable to charities requires the trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charity and of the incoming resources and application of resources of the charity for that period. In preparing these financial 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 judgements and estimates that are reasonable and prudent;
- state whether applicable accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in business.

The trustees are responsible for keeping proper accounting records that disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the financial statements comply with the Charities Act 2011, the Charities (Accounts and Reports) Regulations 2008, and the provisions of the constitution. The trustees are also responsible for safeguarding the assets of the charity 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 governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

The annual report was approved by the trustees of the charity on 29 January 2024 and signed on its behalf by:



.....
Matthew Cooke
Chairman and trustee

National Association of Virtual School Heads (NAVSH)

Independent Examiner's Report to the trustees of National Association of Virtual School Heads (NAVSH)

I report to the trustees on my examination of the accounts of National Association of Virtual School Heads (NAVSH) for the year ended 31 March 2023.

Responsibilities and basis of report

As the charity trustees of National Association of Virtual School Heads (NAVSH) you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ('the Act').

I report in respect of my examination of the National Association of Virtual School Heads (NAVSH)'s accounts carried out under section 145 of the 2011 Act and in carrying out my examination I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the Act.

Independent examiner's statement

Since National Association of Virtual School Heads (NAVSH)'s gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the 2011 Act. I confirm that I am qualified to undertake the examination because I am a member of , which is one of the listed bodies.

I have completed my examination. I confirm that no material matters have come to my attention in connection with the examination giving me cause to believe that in any material respect:

1. accounting records were not kept in respect of National Association of Virtual School Heads (NAVSH) as required by section 130 of the Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the accounting requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 other than any requirement that the accounts give a 'true and fair view' which is not a matter considered as part of an independent examination.

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.

.....
B Hayes BSc FCA
Wenn Townsend
Chartered Accountants

30 St Giles
Oxford
OX1 3LE

Date: 29 January 2024

National Association of Virtual School Heads (NAVSH)

Statement of Financial Activities for the Year Ended 31 March 2023

	Note	Unrestricted funds £	Year ended 31 March 2023 £
Income and Endowments from:			
Donations and legacies	2	29	29
Charitable activities	3	258,013	258,013
Investment income	4	361	361
		258,403	258,403
Total income			
Expenditure on:			
Charitable activities	5	(301,269)	(301,269)
Total expenditure		(301,269)	(301,269)
Net expenditure		(42,866)	(42,866)
Net movement in funds		(42,866)	(42,866)
Reconciliation of funds			
Total funds brought forward		218,968	218,968
Total funds carried forward	15	176,102	176,102
		Unrestricted funds £	13 months ended 31 March 2022 £
Income and Endowments from:			
Charitable activities	3	223,072	223,072
Investment income	4	47	47
		223,119	223,119
Total income			
Expenditure on:			
Charitable activities	5	(160,919)	(160,919)
Total expenditure		(160,919)	(160,919)
Net income		62,200	62,200
Net movement in funds		62,200	62,200
Reconciliation of funds			
Total funds brought forward		156,768	156,768
Total funds carried forward	15	218,968	218,968

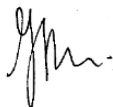
All of the charity's activities derive from continuing operations during the above two periods.
The funds breakdown for 2022 is shown in note 15.

National Association of Virtual School Heads (NAVSH)

**(Registration number: 1166708)
Balance Sheet as at 31 March 2023**

	Note	2023 £	2022 £
Current assets			
Debtors	12	37,936	53,572
Cash at bank and in hand	13	<u>206,315</u>	<u>180,832</u>
		244,251	234,404
Creditors: Amounts falling due within one year	14	<u>(68,149)</u>	<u>(15,436)</u>
Net assets		<u>176,102</u>	<u>218,968</u>
Funds of the charity:			
Unrestricted income funds			
Unrestricted funds		<u>176,102</u>	<u>218,968</u>
Total funds	15	<u>176,102</u>	<u>218,968</u>

The financial statements on pages 12 to 21 were approved by the trustees, and authorised for issue on 29 January 2024 and signed on their behalf by:



.....
Matthew Cooke
Chairman and trustee

National Association of Virtual School Heads (NAVSH)

Notes to the Financial Statements for the Year Ended 31 March 2023

1 Accounting policies

Statement of compliance

The financial statements have been prepared in accordance with the second edition of the Charities Statement of Recommended Practice issued in October 2019, the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102) and the Charities Act 2011.

Basis of preparation

National Association of Virtual School Heads (NAVSH) meets the definition of a public benefit entity under FRS 102. The accounts (financial statements) have been prepared under the historical cost convention with items recognised at cost or transaction value unless otherwise stated in the relevant note(s) to these accounts.

The presentational currency is £.

Disclosure of long or short period

The comparative figures are prepared for a reporting period of 13 months ending 31 March 2022. The Trustees approved the change in year end to coincide with the Local Authority year ends and also align with the annual conference held in March.

Going concern

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

Income and endowments

All incoming resources are included in the Statement of Financial Activities (SoFA) when the charity is legally entitled to the income after any performance conditions have been met, the amount can be measured reliably and it is probable that the income will be received.

Income from charitable activities includes income from memberships, conference income of both delegates and exhibitors, peer reviews and attendance on the post graduate course.

Donations and legacies

Donations and legacies are recognised on a receivable basis when receipt is probable and the amount can be reliably measured.

Expenditure

All expenditure is recognised once there is a legal or constructive obligation to that expenditure, it is probable settlement is required and the amount can be measured reliably. All costs are allocated to the applicable expenditure heading that aggregate similar costs to that category. Where costs cannot be directly attributed to particular headings they have been allocated on a basis consistent with the use of resources.

Charitable activities

Charitable expenditure comprises those costs incurred by the charity in the delivery of its activities and services for its beneficiaries. It includes both costs that can be allocated directly to such activities and those costs of an indirect nature necessary to support them.

National Association of Virtual School Heads (NAVSH)

Notes to the Financial Statements for the Year Ended 31 March 2023 (continued)

Grant provisions

Provisions for grants are made when the intention to make a grant has been communicated to the recipient but there is uncertainty about either the timing of the grant or the amount of grant payable.

Support costs

Support costs include central functions and have been allocated to activity cost categories on a basis consistent with the use of resources.

Governance costs

These include the costs attributable to the charity's compliance with constitutional and statutory requirements, including audit, strategic management and trustees meetings and reimbursed expenses.

Taxation

The charity is considered to pass the tests set out in Paragraph 1 Schedule 6 of the Finance Act 2010 and therefore it meets the definition of a charitable company for UK corporation tax purposes. Accordingly, the charity is potentially exempt from taxation in respect of income or capital gains received within categories covered by Chapter 3 Part 11 of the Corporation Tax Act 2010 or Section 256 of the Taxation of Chargeable Gains Act 1992, to the extent that such income or gains are applied exclusively to charitable purposes.

Fund structure

Unrestricted income funds are general funds that are available for use at the trustees discretion in furtherance of the objectives of the charity.

Financial instruments

Classification

Financial assets and financial liabilities are recognised when the charity becomes a party to the contractual provisions of the instrument.

Financial liabilities and equity instruments are classified according to the substance of the contractual arrangements entered into. An equity instrument is any contract that evidences a residual interest in the assets of the charity after deducting all of its liabilities.

National Association of Virtual School Heads (NAVSH)

Notes to the Financial Statements for the Year Ended 31 March 2023 (continued)

Recognition and measurement

All financial assets and liabilities are initially measured at transaction price (including transaction costs), except for those financial assets classified as at fair value through profit or loss, which are initially measured at fair value (which is normally the transaction price excluding transaction costs), unless the arrangement constitutes a financing transaction. If an arrangement constitutes a financing transaction, the financial asset or financial liability is measured at the present value of the future payments discounted at a market rate of interest for a similar debt instrument.

Financial assets and liabilities are only offset in the statement of financial position when, and only when there exists a legally enforceable right to set off the recognised amounts and the charity intends either to settle on a net basis, or to realise the asset and settle the liability simultaneously.

Financial assets are derecognised when and only when a) the contractual rights to the cash flows from the financial asset expire or are settled, b) the charity transfers to another party substantially all of the risks and rewards of ownership of the financial asset, or c) the charity, despite having retained some, but not all, significant risks and rewards of ownership, has transferred control of the asset to another party.

Financial liabilities are derecognised only when the obligation specified in the contract is discharged, cancelled or expires.

2 Income from donations and legacies

	Unrestricted funds General £	Total funds £
Donations and legacies;		
Donations from individuals	29	29
Total for period ended 31 March 2023	29	29

3 Income from charitable activities

	Unrestricted funds General £	Year ended 31 March 2023 £	13 months ended 31 March 2022 £
Membership	74,975	74,975	72,525
Conference	131,938	131,938	106,512
Post Graduate course	39,100	39,100	30,985
Peer review	12,000	12,000	13,050
	258,013	258,013	223,072

National Association of Virtual School Heads (NAVSH)

Notes to the Financial Statements for the Year Ended 31 March 2023 (continued)

4 Investment income

	Unrestricted funds	Year ended 31 March 2023	13 months ended 31 March 2022
	General	£	£
	£	£	£
Interest receivable and similar income;			
Interest receivable on bank deposits	361	361	47

5 Expenditure on charitable activities

	Unrestricted funds	Year ended 31 March 2023	13 months ended 31 March 2022
Note	General	£	£
	£	£	£
Membership	55,232	55,232	35,393
Conference	127,927	127,927	76,650
Post Graduate course	35,008	35,008	26,705
Peer review	19,397	19,397	13,300
Grant funding of activities	6,000	6,000	-
Staff costs	10,034	10,034	8,785
Allocated support costs	6	26,254	(14,067)
Governance costs	6	21,417	14,153
	301,269	301,269	160,919

The membership costs are analysed as follows:

	Unrestricted funds	Year ended 31 March 2023	13 months ended 31 March 2022
Note	General	£	£
	£	£	£
Membership support costs	4,998	4,998	-
Webinar & other training course costs	6,236	6,236	500
IT and software costs	4,643	4,643	3,385
Website costs	20,497	20,497	-
Subscriptions and licences	7,830	7,830	2,610
Research and development	245	245	22,149
Advertising and PR	5,283	5,283	2,599
External consultants' fees	5,500	5,500	4,150
	55,232	55,232	35,393

For the period ended 31 March 2022, the research and development costs related to the development of the Virtual School Toolkit and App.

National Association of Virtual School Heads (NAVSH)

Notes to the Financial Statements for the Year Ended 31 March 2023 (continued)

6 Analysis of governance and support costs

Support costs allocated to charitable activities

	Administration costs £	Year ended 31 March 2023 £	13 months ended 31 March 2022 £
Administration costs	7,108	7,108	-
Development days	2,905	2,905	-
Insurance	466	466	887
Office expenses	1,466	1,466	7,373
Trustee and board support	17,065	17,065	-
Travel and subsistence	454	454	162
Accountancy fees	2,880	2,880	3,934
Bad debts written (back) / off	(6,708)	(6,708)	(26,540)
Bank charges	618	618	117
	<u>26,254</u>	<u>26,254</u>	<u>(14,067)</u>

Following a review of financial processes of the Charity, the Trustees improved the collection of outstanding customer invoices from over the last four years and hence the write back of the previous bad debt provision during the period.

Governance costs

	Unrestricted funds General £	Year ended 31 March 2023 £	13 months ended 31 March 2022 £
Independent examiner fees			
Examination of the financial statements	820	820	780
Legal fees	18,597	18,597	3,373
Other governance costs	2,000	2,000	10,000
	<u>21,417</u>	<u>21,417</u>	<u>14,153</u>

National Association of Virtual School Heads (NAVSH)

Notes to the Financial Statements for the Year Ended 31 March 2023 (continued)

7 Grant-making

Analysis of grants

The support costs associated with grant-making are £Nil (31 March 2022 - £Nil).

Below are details of material grants made to institutions.

Name of institution	Activity	2023	2022
		£	£
Attachment Research Community	CIO Membership	<u>6,000</u>	<u>-</u>

8 Trustees remuneration and expenses

No trustees, nor any persons connected with them, have received any remuneration from the charity during the year.

No trustees have received any reimbursed expenses or any other benefits from the charity during the year.

National Association of Virtual School Heads (NAVSH)

Notes to the Financial Statements for the Year Ended 31 March 2023 (continued)

9 Staff costs

The aggregate payroll costs were as follows:

	2023 £	2022 £
Staff costs during the year were:		
Wages and salaries	<u>10,034</u>	<u>8,785</u>

The monthly average number of persons (including senior management / leadership team) employed by the charity during the year expressed as full time equivalents was as follows:

	2023 No	2022 No
Administration	<u>1</u>	<u>1</u>

No employee received emoluments of more than £60,000 during the year

10 Independent examiner's remuneration

	2023 £	2022 £
Examination of the financial statements	<u>820</u>	<u>780</u>

11 Taxation

The charity is a registered charity and is therefore exempt from taxation.

12 Debtors

	2023 £	2022 £
Trade debtors	25,622	43,742
Prepayments	<u>12,314</u>	<u>9,830</u>
	<u>37,936</u>	<u>53,572</u>

13 Cash and cash equivalents

	2023 £	2022 £
Cash at bank	<u>206,315</u>	<u>180,832</u>

National Association of Virtual School Heads (NAVSH)

Notes to the Financial Statements for the Year Ended 31 March 2023 (continued)

14 Creditors: amounts falling due within one year

	2023 £	2022 £
Trade creditors	30,035	14,655
Accruals	38,114	781
	68,149	15,436

15 Funds

	Balance at 1 April 2022 £	Incoming resources £	Resources expended £	Balance at 31 March 2023 £
Unrestricted funds				
General	218,968	258,403	(301,269)	176,102

	Balance at 1 March 2021 £	Incoming resources £	Resources expended £	Balance at 31 March 2022 £
Unrestricted funds				
General	156,768	223,119	(160,919)	218,968

16 Analysis of net assets between funds

	Unrestricted funds General £	Total funds at 31 March 2023 £
Current assets	244,251	244,251
Current liabilities	(68,149)	(68,149)
Total net assets	176,102	176,102
	Unrestricted funds General £	Total funds at 31 March 2022 £
Current assets	234,404	234,404
Current liabilities	(15,436)	(15,436)
Total net assets	218,968	218,968

17 Related party transactions

There were no related party transactions in the year.

NATIONAL ASSOCIATION OF VIRTUAL SCHOOL HEADS

England & Wales - Charity number 1166708

Accounts

Charity registration number: 1166708

National Association of Virtual School Heads (NAVSH)

Annual Report and Financial Statements

for the period from 1 March 2021 to 31 March 2022



National Association of Virtual School Heads (NAVSH)

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National Association of Virtual School Heads (NAVSH)

Reference and Administrative Details

Chair	Julie Bunn, Chair
Trustees	Anwen Foy, CPD Lead Calvin Kipling, Communications Lead Jancis Andrew, Immediate Past Chair Julie Bunn, Chair Kate Leyshon, Honorary Secretary Lynsey Burridge, Honorary Treasurer Matthew Cooke, Regional Lead Natalie White, Policy Lead Patrick Ward, Immediate Past Chair Rachael Pryor, Research Lead Sarah Ann Clark, Regional Lead
Charity Registration Number	1166708
Principal Office	1 Shrieves Walk Sheep Street Stratford upon Avon Warwickshire CV37 6GJ
Independent Examiner	Wenn Townsend Chartered Accountants 30 St Giles Oxford OX1 3LE
Accountants	CBSL Accountants Limited Rowan House North 1 The Professional Quarter Shrewsbury Busines Park Shrewsbury SY2 6LG

National Association of Virtual School Heads (NAVSH)

Trustees' Report

The trustees present the annual report together with the financial statements of the charity for the period ended 31 March 2022.

Trustees and officers

The trustees and officers serving during the year and since the year end were as follows:

Trustees:	Anwen Foy, CPD Lead (appointed 1 June 2021)
	Calvin Kipling, Communications Lead
	Jancis Andrew, Immediate Past Chair
	Julie Bunn, Chair (appointed 1 April 2021)
	Kate Leyshon, Honorary Secretary (appointed 1 April 2022)
	Lynsey Burridge, Honorary Treasurer
	Matthew Cooke, Regional Lead
	Michelle Salter, Honorary Secretary (resigned 30 November 2021)
	Natalie White, Policy Lead (appointed 1 August 2022)
	Patrick Ward, Immediate Past Chair (appointed 1 April 2021)
	Rachael Pryor, Research Lead (appointed 1 April 2021)
	Sarah Ann Clark, Regional Lead (appointed 17 March 2022)
	Sarah Rivers, Honorary Secretary (resigned 31 March 2022)

Structure, governance and management

Nature of governing document

The charity is incorporated under a constitution dated 22 April 2016, as amended 29 March 2018, on 4 April 2019, 5 April 2019 and 13 April 2019.

Recruitment and appointment of trustees

The trustees who served from April 22 2016 to March 22 2017 were foundation trustees. Subsequent trustees are elected by the membership and confirmed at the annual general meeting.

Governance

The NAVSH trustees have reviewed governance this year. A specialist was brought in for advice and recommendations. A report was received for the board to consider. NAVSH has enlisted the support of a charity specialist legal adviser. A new administration team Setsquare will be starting from April 2022.

Many thanks to Andrew Russell and our apprentice Shanteh Manning for their support in this area.

No changes have been made to the constitution this year. NAVSH continues to review its governance arrangements at least annually using the Charity Commission Governance Checklist. This year we have maximised the use of on-line meetings and webinars to hold trustee meetings and to also engage the wider membership around exploring key issues linked to our objects.

National Association of Virtual School Heads (NAVSH)

Trustees' Report (continued)

Objectives and activities

Objects and aims

The objects of the charity are:

- To advance education for the public benefit in the care and education of looked after children, previously looked-after children and care leavers by the undertaking of research for the public benefit and the dissemination of the useful results thereof.
- To promote the care and education of looked after children, previously looked-after children and care leavers in particular, but not exclusively by, the provision of education and training for those employed in provision of care for looked after children.

Objectives, strategies and activities

1. RESEARCH

We have kept this objective very much to the forefront of our work as a Board in 2021/22 through our Research Lead and trustee involvement in various initiatives at a local and national level including the Institute of Education/UCL Promoting the Achievement of Looked After Children, the Oxford/Rees Centre Timpson research, published research by Professor David Berridge and Neil Harrison and the growing research base from the post-graduate programme.

Commissioning Research – Effective Virtual Schools

NAVSH secured the support of Neil Harrison to undertake the research into effective VSH practice.

Effectiveness of Virtual schools - What makes an effective Virtual school?

This exciting research is a large scale mixed methods research involving focus groups.

Link partner Dr Neil Harrison, The REES Centre. Funded by KPMG.

Promoting the emotional, social and mental health of children in care and previously looked after children so that their well-being enables learning

NAVSH are a partner to the Attachment Research Community Call for Action to make all schools attachment and trauma aware by 2025. NAVSH are working through the regions to encourage wide nominations for the Alex Timpson Award.

Having a NAVSH trustee on the advisory group provides insight into upcoming REES centre projects. This link is incredibly valuable with NAVSH especially as it brings knowledge from schools and local authorities taking part in the programme.

The chair of NAVSH was invited to open the annual Attachment Research Community conference, which provided an opportunity to consider how the skills and knowledge that impact on the social, emotional and mental health needs of looked after and previously looked after children also support and promote recovery and resilience in the face of the significant disruption to learning experienced universally by children across the country as a result of covid.

Pathways to University from Care

A member of the NAVSH trustee board sits on the National Care Leaver Benchmarking Forum who represent care leaving services across the country.

NAVSH have links with the DfE lead for care leaver progression into HE. In this role, Jancis Andrew was invited to open one of two care leaver summits, chaired by the Minister for Universities, highlighting recent research by Neil Harrison and others. Neil himself has been a valuable contributor to our webinar series, yet another example of NAVSH promoting the most current research, learning and best practice.

National Association of Virtual School Heads (NAVSH)

Trustees' Report (continued)

Children in Need Extension to duty

The extension to duty began in September 21 and NAVSH have provided regular webinars to members with colleagues from DfE, REES Centre Oxford and serving VSH with very useful sharing of good practice. NAVSH worked together with the DfE to support the working group and the Programme Delivery Board.

Evaluation for the extension to duty is being provided by the Rees Centre Oxford- Judy Sebba and Dr Neil Harrison. Surveys for data capture were completed and Theory of Change workshops held with one VSH from each region and case studies. The evaluation report is due March 22.

Post 16 Pilot

NAVSH were very pleased with the response to the EOI from VSHs across the country to take part in the POST 16 Pupil Premium Pilot. The successful authorities were notified in September 21 allowing the project to begin in October 21. Again the evaluation for this project is provided by the Rees Centre Oxford University with the format detailed above.

National Tutoring Programme, School Led Tuition and Recovery funding.

NAVSH have worked with our DfE colleagues to implement the funding in the most effective way. This has been a somewhat difficult process as Virtual school's operate in a very different way to bricks and mortar schools so the personalised approach needed was very high in admin terms for VSHs.

Huge thanks from the trustee board goes to Matthew Cooke who has provided advice and guidance to members.

NCER database

The functionality within the NCER database continues to grow and be responsive to the needs of VSH and NCER are working closely with NAVSH to provide data on the CiN and CP cohort.

Member Surveys

NAVSH analytic tool continues to enable capture and tracking of our annual member survey which informs our discussions with DCS, and partners about the development of the Virtual School model. These surveys are a great opportunity to find out more about the experiences of Virtual School Heads 'on the ground' and to track how our role and our teams develop over time. The findings/themes are shared anonymously with partners at Ofsted, ADCS and DfE and contribute to national policy developments.

Huge thanks from the board goes to Calvin Kipling for his work in this area.

Peer Reviews - Summary Report

The findings from the Peer Review pilots are collated into a report which draws on reviews in local authorities. This work provides additional evidence of the impact of the VSH role and highlights practices that could be deemed to make for 'effective Virtual Schools and will support the commissioning of the next significant piece of research by NAVSH that will examine this theme.

Thanks to Alan Clifton for his continued support as the lead diagnostic manager.

National Association of Virtual School Heads (NAVSH)

Trustees' Report (continued)

2. EDUCATION AND TRAINING

Annual Conference

Virtual Schools- Bigger and Better- How to widen the brief without losing the plot. Earl's Court, London. March 16/17 2022

The Annual NAVSH Conference remains the key event for supporting the work of virtual school heads and their teams. The opportunity to hear from a range of key partners, network with others from around the country and speak to organisations that support our work is an opportunity that many value. This has become a forum for celebrating the work Virtual School Heads do and engaging with partners to explore how we can continually improve in meeting our core goal of promoting the education of looked after and previously looked after children.

It is testament to the work of the board over the years and our partnership with the DfE that we continue to have the support of the Minister for Children and Families as a guest speaker, illustrating that NAVSH does have the political 'ear' of those enabled to make policy decisions that impact on looked after and previously looked after children and the provision of care. At the conference he announced the continued funding for the extension to duty for all children with a social worker at a strategic level.

The 2022 conference was held in person at Earl's Court in London. An online viewing was also available at a much reduced cost which many wider members of Virtual school Staff viewed. The evaluations were hugely positive.

Development Days

The NAVSH board development sessions are an integral part of our annual calendar, enabling us to identify progress towards our development plan and charitable aims. Each year has brought us increased quality of data that is impacting on the daily work of VSH across the country, supported by colleagues at NCER.

A great deal of work has been completed on the development days in recognition that NAVSH needs administrative, legal, financial and governance support from specialist providers. The needs analysis and work on SLAs, reports received and an action plan ensures that the working practices of NAVSH will be much more effective moving forwards. The trustee board would like to extend huge thanks to Chair Patrick Ward for his work this year and designing and effective support system for NAVSH.

Post-graduate course

The course is run by NAVSH in collaboration with Bath Spa University and it is now taught entirely online. Participants critically review key research literature on the education of care experienced children and on attachment, trauma and learning. We recognise that the dissertations will provide an invaluable source of research for the organisation and the achievement of both our substantive charitable aims.

Scholarships

To strengthen the board's commitment to promoting research, the board have enabled a scholarship award to those undertaking the post-graduate study pathway with Bath Spa and those who go onto a masters or PhD on an aspect of the education of care experienced children from a recognised UK university which meets the charitable objectives of NAVSH and with a requirement to host a webinar or conference workshop to share findings.

National Association of Virtual School Heads (NAVSH)

Trustees' Report (continued)

NAVSH New to Role Programme

As well as the Post-Graduate Course, NAVSH continue to deliver programmes for Virtual School Heads who are new to role. We know that the role of the Virtual School Head is like no other and can sometimes feel a little isolated, sitting between the worlds of education and social care. The New to Role programme offers networking opportunities and webinars as well as a more intensive mentoring programme to help colleagues find their feet! The programme also supports the engagement of VS team members, promoting CPD and learning for wider team members, ultimately supporting succession planning and securing a skill set for potential VSH of the future.

NAVSH Webinar Series

The NAVSH Webinar series has gone from strength to strength and is now an integral aspect of NAVSH and its communication and relationship with all our members and partners. The webinars make a significant addition and enhancement to how we can demonstrate achieving our charitable aims in both disseminating the most current research, providing a platform to showcase best practice and to provide VSH and their teams with learning and development opportunities outside of regional activity and the annual conference. Huge thanks from the board to Matthew Cooke on his work in this area.

Regional work

Regional leads have really developed in their role this year and have fed back lots of local research and training going on in their regions. The national profile of the board with strategic partners means that Ofsted and the DFE are regularly speaking and contributing to regional conferences.

Public benefit

It is important to highlight the wider scope of the work of NAVSH to promote the education of looked after children and care leavers:

- The NAVSH website continues to provide an overview of the education of care experienced children and has sections for VSHs, schools, carers, social workers and young people. The website includes key updates, blog posts, news and the Twitter feed continue to keep it relevant. We have also used the website to promote requests for expressions of interest and uploading webinars. NAVSH also make use of social media to highlight research, good news stories, the work of other aligned partners/organisations, promote the work of the board and individual VSH and support/challenge narratives and news stories about the experiences of children in care.
- Our newsletter has been sent out regularly providing an update to members about the work of NAVSH, key research and national updates in policy and practice where these impact on the care and education of looked after and previously looked after children and care leavers. Many thanks to Andrew Russell and our apprentice Shanteh Manning for keeping us informed.
- Calvin Kipling, Communications Lead continues to work extremely hard to promote positive messages of the work of Virtual Schools. The communication and social media interest following our conference in March 22 was very pleasing.
- We have extended the licence capacity of the Zoom app due to the demand of the webinar programme.
- NAVSH continue to receive invites to speak and/ or attend high profile events with key partners.

The trustees confirm that they have complied with the requirements of section 17 of the Charities Act 2011 to have due regard to the public benefit guidance published by the Charity Commission for England and Wales.

National Association of Virtual School Heads (NAVSH)

Trustees' Report (continued)

Working with Key Partners

Department for Education (DFE)

NAVSH continues to work closely with colleagues from the Department for Education supporting on a range of different work streams such as:

CiN and CP extension to duty
Post-16 Pupil Premium Plus Pilot
SEND
Alternative Provision
UASC
Adoption and Special Guardianship Leadership Board
NCER Database

NAVSH would like to particularly thank Andrew Baxter for his support to the work of the board and members and we thank Nicholas Budge, David Shreeves and Chris Walton all deserve our thanks for their support and brokerage of key contacts to a diverse range of other departments, consultations and policy makers.

Association of School and College Leaders

NAVSH now have a firm partnership with ASCL and were pleased to invite Chair Pepe Di'laslo and Margaret Mulholland to speak about inclusive practice at our conference in March 22.

The Attachment Research Community CIO (ARC)

NAVSH and ARC are very closely aligned to core beliefs and values and over the years, VSH have 'served' both organisations. NAVSH became a 'co-signator' to The Call to Action- to make all schools attachment and Trauma Aware by 2025. ARC and NAVSH share a belief that relational approaches benefit all children, not just those who have experienced care and that, in light of the continued disruption to education being experienced universally by the majority of children and young people, there has never been a greater need for these approaches to be embedded.

The Independent Care Review

The review presents a huge opportunity to address some of the remaining barriers to the progress of care experienced children and young people including SEND, admissions and the independent sector. Although NAVSH were not directly involved in the consultation, some members have facilitated youth voice opportunities. We look forward to the publication of the review and its recommendations.

The SEND Green Paper

NAVSH look forward to the publication of the Green paper and to work with wider partners on its implementation.

The White Paper

NAVSH look forward to the publication of the White Paper and to work with wider partners on its implementation.

National Association of Virtual School Heads (NAVSH)

Trustees' Report (continued)

Achievements and performance

The work of the board this year has understandably been overwhelmingly focussed on the implementation of the extended duties ensuring that colleagues are supported well and that they are supported to make the most effective use of the funding and that it comes directly to the VSH. The funding announcements have been at very short notice and we have supported members to take a pragmatic and positive approach.

Thank you once again to Alan Clifton for acting as our returning officer in the elections for trustees for 2021-22. We have had good interest this year and hope to secure all key posts at an exciting time for NAVSH and its future engagement in significant national work such as the Independent Care Review and the SEND Green Paper and School's Bill.

The core function of NAVSH is to promote the education of looked after and previously looked after children and to strategically improve outcomes for all children with a social worker, throughout this year the extended board have sought opportunities to engage with the media to promote NAVSH messages.

The National Association of Virtual School Heads has grown in profile and influence in a relatively short time but we can only continue to do this work through the support and commitment of our members.

The strength of NAVSH is its representation of all local authorities and all Virtual Schools. We hope that members feel assured that there is an organisation that exists to represent their voice, to raise the profile of the work we do, to help us do a better job by supporting research and getting us the tools we need to be more effective.

It is essential that the board continue to champion collaborative working, even when national policy and decision making has challenged some of our core values and beliefs. We look forward to implementing the recommendations from the Care Review. To understand how the White paper and the Green paper will affect our co-horts and respond to their recommendations.

We should also seek to ensure we do not lose sight of the voice of children and young people as NAVSH exists to champion the best in research and practice for them, leading by example and we propose to look at this at the AGM in March 23. The question will be posed should the voice of children young people be part of our charitable aims?

Financial review

The charity changed its year end to 31 March to coincide with Local Authority year ends and align with the conference held annually in March. During the 13 month period NAVSH increased its income from charitable activities from £180,579 to £223,072 - partly as a result of a 13 month period but largely with a return to the conference being held in person. Conference income increased from £57,609 in 2021 to £106,512 for the period ended 31 March 2022.

Expenditure has also increased from £146,072 to £160,919 with development projects of the app & toolkit for its members, the employment of an apprentice to assist with the administrative function of the charity and other consulting and governance projects to improve the procedures and controls in place.

At the period end the charity had bank balances of £180,832 (28 Feb 21 - £141,768) and net assets of £218,968 (28 Feb 21 - £156,768) - all funds are unrestricted.

National Association of Virtual School Heads (NAVSH)

Trustees' Report (continued)

Policy on reserves

An important part of the work done this year has been to maintain a firm financial base to enable NAVSH to meet its charitable objectives and financial obligations.

To this end, NAVSH needs to have reserves in place.

The NAVSH annual conference is an essential part of how we fulfil our charitable objectives, and the organisation needs to have sufficient funds in place to meet the upfront costs of arranging this conference.

NAVSH also needs to have sufficient reserves in place to fulfil any financial commitments and liabilities, should it be necessary to disband the organisation at a future time.

NAVSH will therefore maintain a minimum unrestricted reserve of £50,000. The charity has a level of free reserves significantly in excess of this following research and resource development projects having reduced over the last few years as a result of the COVID-19 pandemic. The Trustees have plans in place to ensure reserves are used for charitable activities, including increased members' support and research projects over the coming few years.

Principal risks and uncertainties

The trustees regularly review the key risks faced by the charity, the establishment of systems and procedures to address those potential risks and mitigate any impact on the charity if they materialise.

Financial instruments

Objectives and policies

The charity's activities expose it to a number of financial risks including credit risk. The charity does not use derivative financial instruments for speculative purposes.

Credit risk

The charity's principal financial assets are bank balances and cash and trade and other receivables.

The charity's credit risk is primarily attributable to its trade receivables. The amounts presented in the balance sheet are net of allowances for doubtful receivables. An allowance for impairment is made where there is an identified loss event which, based on previous experience, is evidence of a reduction in the recoverability of the cash flows.

National Association of Virtual School Heads (NAVSH)

Trustees' Report (continued)

Statement of Trustees' Responsibilities

The trustees are responsible for preparing the trustees' report and the financial statements in accordance with the United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice) and applicable law and regulations.

The law applicable to charities requires the trustees to prepare financial statements for each financial period which give a true and fair view of the state of affairs of the charity and of the incoming resources and application of resources of the charity 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 judgements and estimates that are reasonable and prudent;
- state whether applicable accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in business.

The trustees are responsible for keeping proper accounting records that disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the financial statements comply with the Charities Act 2011, the Charities (Accounts and Reports) Regulations 2008, and the provisions of the constitution. The trustees are also responsible for safeguarding the assets of the charity 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 governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

The annual report was approved by the trustees of the charity on 23 January 2023 and signed on its behalf by:



.....
Julie Bunn
Chairman and trustee

National Association of Virtual School Heads (NAVSH)

Independent Examiner's Report to the trustees of National Association of Virtual School Heads (NAVSH)

I report to the trustees on my examination of the accounts of National Association of Virtual School Heads (NAVSH) for the year ended 31 March 2022.

Responsibilities and basis of report

As the charity trustees of National Association of Virtual School Heads (NAVSH) you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ('the Act').

I report in respect of my examination of the National Association of Virtual School Heads (NAVSH)'s accounts carried out under section 145 of the 2011 Act and in carrying out my examination I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the Act.

Independent examiner's statement

I have completed my examination. I confirm that no material matters have come to my attention in connection with the examination giving me cause to believe that in any material respect:

1. accounting records were not kept in respect of National Association of Virtual School Heads (NAVSH) as required by section 130 of the Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the accounting requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 other than any requirement that the accounts give a 'true and fair view' which is not a matter considered as part of an independent examination.

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.



.....
B Hayes BSc FCA
Wenn Townsend
Chartered Accountants

30 St Giles
Oxford
OX1 3LE

Date: 30.01.2023

National Association of Virtual School Heads (NAVSH)

Statement of Financial Activities for the Period from 1 March 2021 to 31 March 2022

	Note	Unrestricted funds £	13 months ended 31 March 2022 £
Income and Endowments from:			
Charitable activities		223,072	223,072
Investment income	3	47	47
Total income		223,119	223,119
Expenditure on:			
Charitable activities		(160,919)	(160,919)
Total expenditure		(160,919)	(160,919)
Net income		62,200	62,200
Net movement in funds		62,200	62,200
Reconciliation of funds			
Total funds brought forward		156,768	156,768
Total funds carried forward	13	218,968	218,968
		Unrestricted funds £	Year ended 28 February 2021 £
	Note		
Income and Endowments from:			
Charitable activities		180,579	180,579
Investment income	3	39	39
Total income		180,618	180,618
Expenditure on:			
Charitable activities		(146,072)	(146,072)
Total expenditure		(146,072)	(146,072)
Net income		34,546	34,546
Net movement in funds		34,546	34,546
Reconciliation of funds			
Total funds brought forward		122,222	122,222
Total funds carried forward	13	156,768	156,768

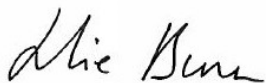
All of the charity's activities derive from continuing operations during the above two periods.
The funds breakdown for 2021 is shown in note 13.

National Association of Virtual School Heads (NAVSH)

**(Registration number: 1166708)
Balance Sheet as at 31 March 2022**

	Note	31 March 2022 £	28 February 2021 £
Current assets			
Debtors	10	53,572	37,000
Cash at bank and in hand	11	<u>180,832</u>	<u>141,768</u>
		234,404	178,768
Creditors: Amounts falling due within one year	12	<u>(15,436)</u>	<u>(22,000)</u>
Net assets		<u>218,968</u>	<u>156,768</u>
Funds of the charity:			
Unrestricted income funds			
Unrestricted funds		<u>218,968</u>	<u>156,768</u>
Total funds	13	<u>218,968</u>	<u>156,768</u>

The financial statements on pages 12 to 21 were approved by the trustees, and authorised for issue on 23 January 2023 and signed on their behalf by:



.....
Julie Bunn
Chairman and trustee

National Association of Virtual School Heads (NAVSH)

Notes to the Financial Statements for the Period from 1 March 2021 to 31 March 2022

1 Accounting policies

Statement of compliance

The financial statements have been prepared in accordance with the second edition of the Charities Statement of Recommended Practice issued in October 2019, the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102) and the Charities Act 2011.

Basis of preparation

National Association of Virtual School Heads (NAVSH) meets the definition of a public benefit entity under FRS 102. The accounts (financial statements) have been prepared under the historical cost convention with items recognised at cost or transaction value unless otherwise stated in the relevant note(s) to these accounts.

The presentational currency is £.

Disclosure of long or short period

The financial statements are prepared for a reporting period of 13 months ending 31 March 2022. The Trustees approved the change in year end to coincide with the Local Authority year ends and also align with the annual conference held in March. The comparative figures cover a 12 month period.

Going concern

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

Income and endowments

All incoming resources are included in the Statement of Financial Activities (SoFA) when the charity is legally entitled to the income after any performance conditions have been met, the amount can be measured reliably and it is probable that the income will be received.

Income from charitable activities includes income from memberships, conference income of both delegates and exhibitors, peer reviews and attendance on the post graduate course.

Expenditure

All expenditure is recognised once there is a legal or constructive obligation to that expenditure, it is probable settlement is required and the amount can be measured reliably. All costs are allocated to the applicable expenditure heading that aggregate similar costs to that category. Where costs cannot be directly attributed to particular headings they have been allocated on a basis consistent with the use of resources.

Charitable activities

Charitable expenditure comprises those costs incurred by the charity in the delivery of its activities and services for its beneficiaries. It includes both costs that can be allocated directly to such activities and those costs of an indirect nature necessary to support them.

Support costs

Support costs include central functions and have been allocated to activity cost categories on a basis consistent with the use of resources.

National Association of Virtual School Heads (NAVSH)

Notes to the Financial Statements for the Period from 1 March 2021 to 31 March 2022 (continued)

Governance costs

These include the costs attributable to the charity's compliance with constitutional and statutory requirements, including audit, strategic management and trustees meetings and reimbursed expenses.

Taxation

The charity is considered to pass the tests set out in Paragraph 1 Schedule 6 of the Finance Act 2010 and therefore it meets the definition of a charitable company for UK corporation tax purposes. Accordingly, the charity is potentially exempt from taxation in respect of income or capital gains received within categories covered by Chapter 3 Part 11 of the Corporation Tax Act 2010 or Section 256 of the Taxation of Chargeable Gains Act 1992, to the extent that such income or gains are applied exclusively to charitable purposes.

Fund structure

Unrestricted income funds are general funds that are available for use at the trustees discretion in furtherance of the objectives of the charity.

Financial instruments

Classification

Financial assets and financial liabilities are recognised when the charity becomes a party to the contractual provisions of the instrument.

Financial liabilities and equity instruments are classified according to the substance of the contractual arrangements entered into. An equity instrument is any contract that evidences a residual interest in the assets of the charity after deducting all of its liabilities.

Recognition and measurement

All financial assets and liabilities are initially measured at transaction price (including transaction costs), except for those financial assets classified as at fair value through profit or loss, which are initially measured at fair value (which is normally the transaction price excluding transaction costs), unless the arrangement constitutes a financing transaction. If an arrangement constitutes a financing transaction, the financial asset or financial liability is measured at the present value of the future payments discounted at a market rate of interest for a similar debt instrument.

Financial assets and liabilities are only offset in the statement of financial position when, and only when there exists a legally enforceable right to set off the recognised amounts and the charity intends either to settle on a net basis, or to realise the asset and settle the liability simultaneously.

Financial assets are derecognised when and only when a) the contractual rights to the cash flows from the financial asset expire or are settled, b) the charity transfers to another party substantially all of the risks and rewards of ownership of the financial asset, or c) the charity, despite having retained some, but not all, significant risks and rewards of ownership, has transferred control of the asset to another party.

Financial liabilities are derecognised only when the obligation specified in the contract is discharged, cancelled or expires.

National Association of Virtual School Heads (NAVSH)

Notes to the Financial Statements for the Period from 1 March 2021 to 31 March 2022 (continued)

2 Income from charitable activities

	Unrestricted funds	13 months ended	Year ended
	General	31 March	28 February
	£	2022	2021
		£	£
Membership	72,525	72,525	77,150
Conference	106,512	106,512	57,609
Post Graduate course	30,985	30,985	39,820
Peer review	13,050	13,050	6,000
	<u>223,072</u>	<u>223,072</u>	<u>180,579</u>

3 Investment income

	Unrestricted funds	13 months ended	Year ended
	General	31 March	28 February
	£	2022	2021
		£	£
Interest receivable and similar income;			
Interest receivable on bank deposits	<u>47</u>	<u>47</u>	<u>39</u>

National Association of Virtual School Heads (NAVSH)

Notes to the Financial Statements for the Period from 1 March 2021 to 31 March 2022 (continued)

4 Expenditure on charitable activities

	Note	Unrestricted funds General £	13 months ended 31 March 2022 £	Year ended 28 February 2021 £
Membership		35,393	35,393	34,886
Conference		76,650	76,650	63,976
Post Graduate course		26,705	26,705	31,293
Peer review		13,300	13,300	5,509
Staff costs		8,785	8,785	-
Allocated support costs	5	(14,067)	(14,067)	10,088
Governance costs	5	14,153	14,153	320
		<u>160,919</u>	<u>160,919</u>	<u>146,072</u>

The membership costs are analysed as follows:

	Note	Unrestricted funds General £	13 months ended 31 March 2022 £	Year ended 28 February 2021 £
Webinar & other training course costs		500	500	-
IT and software costs		3,385	3,385	1,919
Website costs		-	-	1,950
Subscriptions and licences		2,610	2,610	-
Research and development		22,149	22,149	11,837
Advertising and PR		2,599	2,599	-
External consultants' fees		4,150	4,150	-
Data Report		-	-	7,500
New to Role		-	-	11,680
		<u>35,393</u>	<u>35,393</u>	<u>34,886</u>

Research and development costs relate to the development of the Virtual School Toolkit and App.

National Association of Virtual School Heads (NAVSH)

Notes to the Financial Statements for the Period from 1 March 2021 to 31 March 2022 (continued)

5 Analysis of governance and support costs

Support costs allocated to charitable activities

	Administration costs £	13 months ended 31 March 2022 £	Year ended 28 February 2021 £
Insurance	887	887	724
Office expenses	7,373	7,373	5,752
Travel and subsistence	162	162	1,094
Catering costs	-	-	170
Accountancy fees	3,934	3,934	2,160
Bad debts written (back) / off	(26,540)	(26,540)	115
Bank charges	117	117	73
	<u>(14,067)</u>	<u>(14,067)</u>	<u>10,088</u>

Following a review of financial processes of the Charity, the Trustees improved the collection of outstanding customer invoices from over the last four years and hence the write back of the previous bad debt provision during the period.

Governance costs

	Unrestricted funds General £	13 months ended 31 March 2022 £	Year ended 28 February 2021 £
Independent examiner fees			
Examination of the financial statements	780	780	250
Legal fees	3,373	3,373	70
Other governance costs	10,000	10,000	-
	<u>14,153</u>	<u>14,153</u>	<u>320</u>

6 Trustees remuneration and expenses

No trustees, nor any persons connected with them, have received any remuneration from the charity during the year.

No trustees have received any reimbursed expenses or any other benefits from the charity during the year.

National Association of Virtual School Heads (NAVSH)

Notes to the Financial Statements for the Period from 1 March 2021 to 31 March 2022 (continued)

7 Staff costs

The aggregate payroll costs were as follows:

	31 March 2022 £
Staff costs during the period were:	
Wages and salaries	<u>8,785</u>

The monthly average number of persons (including senior management / leadership team) employed by the charity during the period expressed as full time equivalents was as follows:

	31 March 2022 No
Administration	<u>1</u>

No employee received emoluments of more than £60,000 during the period

8 Independent examiner's remuneration

	31 March 2022 £	28 February 2021 £
Examination of the financial statements	<u>780</u>	<u>250</u>

9 Taxation

The charity is a registered charity and is therefore exempt from taxation.

10 Debtors

	31 March 2022 £	28 February 2021 £
Trade debtors	43,742	37,000
Prepayments	9,830	-
	<u>53,572</u>	<u>37,000</u>

National Association of Virtual School Heads (NAVSH)

**Notes to the Financial Statements for the Period from 1 March 2021 to 31 March 2022
(continued)**

11 Cash and cash equivalents

	31 March 2022	28 February 2021
	£	£
Cash at bank	<u>180,832</u>	<u>141,768</u>

12 Creditors: amounts falling due within one year

	31 March 2022	28 February 2021
	£	£
Trade creditors	14,655	22,000
Accruals	781	-
	<u>15,436</u>	<u>22,000</u>

13 Funds

	Balance at 1 March 2021	Incoming resources	Resources expended	Balance at 31 March 2022
	£	£	£	£
Unrestricted funds				
General	<u>156,768</u>	<u>223,119</u>	<u>(160,919)</u>	<u>218,968</u>

	Balance at 1 March 2020	Incoming resources	Resources expended	Balance at 28 February 2021
	£	£	£	£
Unrestricted funds				
General	<u>122,222</u>	<u>180,618</u>	<u>(146,072)</u>	<u>156,768</u>

National Association of Virtual School Heads (NAVSH)

Notes to the Financial Statements for the Period from 1 March 2021 to 31 March 2022 (continued)

14 Analysis of net assets between funds

	Unrestricted funds General £	Total funds at 31 March 2022 £
Current assets	234,404	234,404
Current liabilities	<u>(15,436)</u>	<u>(15,436)</u>
Total net assets	<u>218,968</u>	<u>218,968</u>

	Unrestricted funds General £	Total funds at 28 February 2021 £
Current assets	178,768	178,768
Current liabilities	<u>(22,000)</u>	<u>(22,000)</u>
Total net assets	<u>156,768</u>	<u>156,768</u>

15 Related party transactions

There were no related party transactions in the period.

NATIONAL ASSOCIATION OF VIRTUAL SCHOOL HEADS

England & Wales - Charity number 1166708

Accounts



National Association of

Virtual School Heads

Looking after learning

ANNUAL REPORT

**20th MARCH 2019 TO
18th MARCH 2020**

Signed by: Jancis Andrew

Chair of the National Association of Virtual School Heads

Date: 30th April 2020

Charity registration 1166708

Section A: Reference and Administration details		
Registered Charity number	1166708	
Date registered	April 22 2016	
Charity's principal address	UHY Hacker Young (Birmingham) LLP, 9-11 Vittoria Street Birmingham BN1 3ND	
Names of the charity trustees who managed the charity		
Trustee name	Position	Dates acted
Lynsey Burridge	Chair	20 th MARCH 2019 TO 18 th MARCH 2020
Jancis Andrew	Vice Chair	20 th MARCH 2019 TO 18 th MARCH 2020
Sally Kelly	Immediate Past Chair	20 th MARCH 2019 TO 18 th MARCH 2020
Jane Pickthall	Honorary Treasurer	20 th MARCH 2019 TO 18 th MARCH 2020
Sarah Rivers	Honorary Secretary	20 th MARCH 2019 TO 18 th MARCH 2020
Matthew Cooke	Regional Lead	20 th MARCH 2019 TO 18 th MARCH 2020
Rose Hooper	CPD Lead	20 th MARCH 2019 TO 18 th MARCH 2020
Michael Bettencourt	Research Lead	20 th MARCH 2019 TO 18 th MARCH 2020

Section B: Structure, governance and management	
Type of governing document	Charitable Incorporated Organisation - Association
How the charity is constituted	Charitable Incorporated Organisation
Trustee selection methods	The trustees who served from April 22 2016 to March 22 2017 were foundation trustees. Subsequent trustees are elected by the membership and confirmed at the annual general meeting.
Additional governance issues	The Association updated the constitution following publication of changes to statutory guidance from September 2018 to widen objects one and two to include support for Previously Looked After Children. In March 2019 the constitution was amended to introduce a CPD Lead to replace the Policy Lead as it was felt that this role was more in line with our charitable objectives. From March 2020 the constitution has been amended to introduce a Communications Lead.

<p>Objects of the NAVSH</p>	<ol style="list-style-type: none"> 1. Advance education for the public benefit in the care and education of looked after children, previously looked-after children and care leavers by the undertaking of research for the public benefit and the dissemination of the useful results thereof. 2. To promote the care and education of looked after children, previously looked-after children and care leavers in particular, but not exclusively by, the provision of education and training for those employed in provision of care for looked after children.
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<p>Section C: Objectives and activities</p>	
<p>Summary of the main activities undertaken for the public benefit in relation to these objects</p>	<p>1. Research</p> <p>We have kept this objective very much to the forefront of our work as a Board in 2019/20 through our Research Lead and trustee involvement in various initiatives.</p> <p>Attachment and Trauma</p> <p>NAVSH are supporting The Alex Timpson Attachment and Trauma Programme In Schools which will evaluate the impact of attachment and trauma training in schools. This will cover 60 schools a year over 5 years so will provide a clear evidence base for the work VSHs and partner organisations are doing to support schools to be more attachment aware. The Attachment Research Community has been set up to further the work of the Alex Timpson project. One of the trustees from this organisation (Andrew Wright) also sit on the NAVSH extended board. Lynsey Burridge opened the 2019 ARC conference and there will be join up with the research element of the Post Graduate course and the ARC conference next year.</p> <p>Previously Looked After children</p> <p>Adoption UK published their ‘Adoption Barometer’ report which was based on an extensive survey of adoptive parents and children. In 2019 the special focus was on education and Lynsey Burridge attended the Westminster launch of the report. We continue to work with grandparents plus and Sally Kelly presented at their conference for social workers in January 2020.</p> <p>Pupil Premium Plus Research</p> <p>NAVSH commissioned Bath Spa University to carry out research on the impact of pupil premium plus on looked after</p>

children. The reality of some 150 Virtual Schools distributing an estimated £132 million to support more than 60,000 children inevitably leads to a diversity of practice across the country. The report will help us understand the impact of pupil premium. The research involved a review of academic and policy literature as well as an online survey and interviews with Virtual School Heads. The report with recommendations and next steps for NAVSH will be published in March.

‘What works’ for children with a social worker

In 2019 What Works for Children’s Social Care were commissioned to expand on the findings of analysis of the Education Endowment Foundation’s (EEF) trials database to consider the impact of education outcomes for young people with a social worker. This study represents the single largest attempt to systematically identify what works for children with a social worker in terms of their educational outcomes. It re-analyses randomised controlled trials commissioned by the EEF to look at differential effects for this group of young people, and identifies nine which show “Signs of Potential” - those interventions which have a substantially larger effect for children with a social worker. We are working on a proposal that will place Virtual School Heads at the centre of delivering these interventions in school. The launch of ‘Can we close the gap for children with social care experience?’ will be on 27th February.

Post-graduate course

Over 50 people have joined this course since it started in 2018. Participants critically review key research literature on the education of care experienced children and some have progressed to a full master's degree. We hope that the dissertations will provide an invaluable source of research for the organisation.

Reading Together: Paired Reading Randomised Control Trial

Reading Together is a reading programme co-designed by Queen’s University Belfast and the Rees Centre. Designed for children aged 7-9 in foster care, it aims to help improve their reading skills. The programme runs for six months and during this time foster children receive three parcels, each containing four books that they have chosen. NAVSH have been on the advisory committee of this research and coordinated the involvement of over twenty local authorities. This current evaluation is running from September 2019 to April 2020 and will involve over 500 children. The trial will measure children’s reading skills before and after taking part in Reading Together and will

compare any improvements they make in reading with a control group of similar children. We look forward to the results of a Randomised Control Trial for a book gifting scheme given conflicting messages about their impact.

12 by 24

In 2019 Sally Kelly attended the launch of the '12 by 24' report which is a cross-party piece of work exploring the reasons for low engagement in Higher Education of people with Care experience.

Pathways to University from Care

In 2019 Lynsey Burrige attended the launch of Pathways to University from Care. This research explores the barriers care leavers face in accessing university, and the support that helps them succeed. Over 200 Care experienced students shared their perspectives on leaving care, applying to university and transitioning to university life. Findings have been used to produce resources for organisations and institutions that support those with care experience in applying to university, settling in and succeeding on their course.

Stability Index

Sally Kelly attended the pre-publication briefing regarding the 2019 Stability Index. This is a really useful piece of work which is in its second year and already interesting patterns are emerging. NAVSH will be asking for this data to be linked into the NCER database.

Timpson Review of School Exclusion

NAVSH were included on the expert reference group for the Timpson Review of School Exclusion which was published in May 2019. NAVSH continue to be involved in this work via DfE Roundtable events.

Children in Need Review

In June 2019 the DfE published the findings of the Children in Need Review and Lynsey Burrige attended the Westminster launch at which Damien Hinds was keynote speaker. The Children in Need Review suggests that the Department should explore further expansion of the Virtual School Head role to an oversight of the education of Children in Need. NAVSH and Virtual School Heads were widely consulted and involved in the review process.

The Educational Attainment and Progress of Children in Need and Children in Care

The collaboration between Bristol University and Oxford-Rees has investigated the strengths and vulnerabilities in

students with related but distinct home and school backgrounds. This research complements the Department for Education children in need review. It has explored in depth the complexity of the issues through an analysis and synthesis of datasets of children in need and children in care who began their education in 2006. There have also been interviews conducted with children, their carers, families and professionals. NAVSH has been a key partner in supporting and facilitating this work and we look forward to the launch of the report on 24th April.

Mental Health Assessment Pilots

Nine areas from across England are working with the Anna Freud National Centre for Children and Families to pilot new mental health and wellbeing assessments for children entering care. Funded by the Department for Education (DfE), The Anna Freud National Centre for Children and Families, along with a consortium of partners including Action for Children, Research in Practice and the Child Outcomes Research Consortium (CORC) will work with the nine sites over a period of two years. Lynsey Burridge has represented NAVSH at the Steering Group for these pilots.

NCER database

The NCER data tool has been developed further this year, giving Virtual School Heads the ability to produce a range of reports, filter by characteristics and evaluate the work of the virtual school far more effectively. NCER presented at the 2019 NAVSH Conference and have attended extended NAVSH Board meetings to discuss upcoming developments such as extending the new functionality of Nexus Insight to include a broader range of analysis that focuses on specific pupil groups and topics such as SEN and Exclusions. NCER plan to create a Virtual School dashboard that would provide a detailed breakdown of the context of a Virtual School for all year groups.

Research in Care Leaver' Transition into the Labour Market in England

NAVSH on the advisory board of a study into Care Leavers employability. This research addresses the issue of care-experienced young people being the lowest performing group in terms of employment outcomes internationally. Colleagues from Oxford-Rees are exploring the relationship between care leavers education, training and employment outcomes and their trajectories by linking four complex data sets alongside forty eight interviews and fourteen focus groups with key stakeholders. Emerging finding will be published at the next

board meeting April and the full report is scheduled for launch later on in 2020.

Member Surveys

NAVSH conduct regular surveys of our members which inform our discussions with partners about the development of the Virtual School model. This year we have conducted surveys about how members are meeting the new duties in terms of previously looked after children and how Virtual Schools are resourced. These surveys are a great opportunity to find out more about the experiences of Virtual School Heads 'on the ground' and to track how our role and our teams develop over time. The responses to these surveys are shared anonymously with partners at Ofsted, ADCS and DfE and contribute to national policy developments. NAVSH are now developing an annual survey that will act as an 'MOT' for our role and will be launched at the conference in March.

2 Training

Annual Conference

The Annual NAVSH Conference remains the key event for supporting the work of virtual school heads and their teams. The opportunity to hear from a range of key partners, network with others from around the country and speak to organisations that support our work is an opportunity that many value. This has become a forum for celebrating the work Virtual School Heads do and engaging with partners to explore how we can continually improve in meeting our core goal of promoting the education of looked after and previously looked after children. The theme for NAVSH 2020 will be 'Virtual School Heads – building the bridge between Education and Social Care'.

Development Days

The NAVSH board began the academic year with our Development Days in September where we reviewed progress towards our Plan and also had some media training. NAVSH is still a relatively new charity but we know there are lots of opportunities for us to promote the education of looked after and previously looked after children – hopefully the extended board are now armed with the skills we need to spread the word!

Post-graduate course

September 2019 has seen the second cohort of Post-Graduate students start their course with Bath Spa University, bringing the total number of participants so far to over 50. NAVSH is

	<p>excited to be supporting with this flexible part-time programme for professionals who are interested in the education of care experienced children.</p> <p>.</p> <p>NAVSH New to Role Programme As well as the Post-Graduate Course, NAVSH have also developed programmes for Virtual School Heads who are new to role. We know that the role of the Virtual School Head is like no other and can sometimes feel a bit lonely, sitting between the worlds of education and social care. The New to Role programme will offer networking opportunities and webinars as well as a more intensive mentoring programme to help people find their feet!</p> <p>Peer Review Another professional development opportunity developed through NAVSH is the Virtual School Peer Review and the pilot of these reviews came to an end this year. By Christmas 2019 there had been a Peer Review in every region and five regions had been trained in the Peer Review process. This puts NAVSH in a really strong position to drive forward this sector led improvement and collate evidence on what good practice looks like in Virtual Schools.</p>
<p>Additional details of objectives and activities</p>	<p>It is important to highlight the wider scope of the work of NAVSH to promote the education of looked after children and care leavers:</p> <ul style="list-style-type: none"> ● The NAVSH website continues to provide an overview of the education of care experienced children and has sections for VSHs, schools, carers, social workers and young people. The website includes key updates, blog posts, news and the Twitter feed continue to keep it relevant, along with link to conference booking. We have also used the website to promote requests for expressions of interest and uploading webinars. We are grateful to Jane Pickthall for leading on this work and we are excited to welcome our first Communications Lead to the Board in 2020. ● Our newsletter has been sent out each half term providing an update to members about the work of NAVSH, key research and national updates. The newsletter is now only sent to members but will also be available on the website. ● Our Twitter account continues to be managed by Jane Pickthall, with follower numbers now over 2000. Twitter has proved an effective way to share interesting articles, connect with like-minded organisations and promote the work of the virtual schools that are also on Twitter.

	<ul style="list-style-type: none">● The VSH Handbook was updated by Alun Rees in 2018. It provides an incredibly comprehensive overview of the role of the VSH. The handbook is available on the NAVSH website.● We have purchased licences to the Zoom app in order to improve communication between trustees and extended board members, to allow for the development of the distance learning in the Post Graduate qualification and to allow webinars to be delivered to members and other professionals.● The programme of webinars continues to develop with input from Ofsted about what to expect from an ILACS inspection among others. More webinars are planned for the coming year.● NAVSH continue to receive invites to speak at high profile events with key partners. This presents an opportunity for NAVSH to promote the education of Care experienced children to a wider audience. NAVSH trustees were on 'expert panels' at two sessions at the National Children and Adults Services Conference in Bournemouth speaking about improving educational outcomes for vulnerable groups (Children in Need) and for previously looked after children. Lynsey Burridge has represented NAVSH at several other national conferences such as the Pupil Premium Conference in London and at the Looked After Children: Safeguarding Welfare – Fulfilling Aspirations Conference in Manchester. <p>Regional work</p> <p>Regional leads have really developed in their role this year with support of Matthew Cooke and have fed back lots of exciting local research and training going on in their regions. For example in West Midland where funding has been secured for a regional arts offer and the North West where two huge annual Designated Teacher conferences took place again this year – over 800 Designated Teachers attended over two days. The National Profile with strategic partners means that Ofsted and the DFE are regularly speaking and contributing to regional conferences.</p>
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	<p>Work with Key Partners</p> <p>Department for Education (DFE) NAVSH continues to work closely with colleagues from the Department for Education supporting on a range of different work streams such as:</p> <ul style="list-style-type: none">• Children in Need Review• Post-16 Funding Review• School Admissions Code Review• Mental Health Assessment Pilots• Alternative Provision• UASC Pilots• Adoption and Special Guardianship Leadership Board• NCER Database <p>NAVSH would like to particularly thank Andrew Baxter and Chris Walton who continue to be a valued partners and advocates for the education of Care experienced children at the Department. Both Andrew and Chris have been incredibly generous with their time, attending Board meetings and regional training events. We would also like to thank DfE colleagues who are leading on other key pieces of work such as the Exclusions, the School Admissions Code and Post-16 funding. I would like to particularly thank colleagues who have been working on the Children in Need Review. They have been keen to gain an understanding of our work, have listened to what our members have said and worked together with us as work has progressed. NAVSH would not be in such strong position as an organisation without the support of such champions.</p> <p>National schools commissioner We met with Dominic Herrington to present a paper on academies and support for looked-after children. He has cascaded this to his regional schools commissioners and has committed to working with NAVSH going forward.</p> <p>OFSTED We have been pleased to continue our close working relationship with Ofsted colleagues this year and we were grateful to Matthew Brazier for his webinar on ILACS inspections which is available on the NAVSH website. Matthew is also working with NAVSH to produce online training for school inspectors about the needs of looked after children which we think will be a great opportunity to raise the profile of this group in schools.</p>
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In 2019 NAVSH met with Matthew Purves, Deputy Director – Schools to present a consultation response to the draft EIF produced in conjunction with partners. We were pleased that we were able to influence the new Education Inspection Framework with Matthew contacting us to confirm:

“I remember very clearly how important it was to you and NAVSH when we met, that we make clear that looked after children are at the heart of our definition of the most disadvantaged children, who are then prioritised throughout our inspection judgements. I hope it is helpful to see how your representations have guided our drafting!”

NAVSH hope to meet with Ofsted again in the Summer Term to discuss early findings on the impact of the new Education Inspection Framework in relation to Care experienced pupils.

ADCS

NAVSH work closely with ADCS and the president of the association presented at our conference last year about the relationship of Virtual school Heads with Directors of Children’s Services and about the role of Virtual School Heads in ILACS inspections. Many of our members are also members of ADCS and we think this is an important way of reinforcing the interface between these roles. Sally Kelly continues to represent NAVSH on the ADCS Education Achievement Group and Lynsey Burridge was also recently asked to present on the extended duties of Virtual School Heads.

NNECL

NAVSH have been pleased to support the work of NNECL this year, particularly the work to develop a Quality Mark for Higher Education institutions working with Care experienced people. The new quality mark will build on the gold standard criteria developed by the Centre for Social Justice and First Star Academies, the Department for Education’s ‘Principles to guide higher education providers on improving care leavers access and participation in HE’, the Care Leaver Covenant, and recent guidance published by the Office for Students, to create a working accreditation process that will develop and test a new quality framework to improve access, retention and the support for people who have been in care and now study at colleges and universities.

NEU

NAVSH recognise the need to engage with teaching unions and have had an initial meeting with NEU to discuss shared

	<p>policy priorities as well as the support they might be able to offer to Virtual School staff and Designated Teachers. NAVSH hope to engage with the other teaching unions in the coming year.</p>
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<p>Section D: Achievements and performance</p>	
<p>Summary of the main achievements of the charity during the year by Lynsey Burridge, Chair of NAVSH</p>	<p>Taking on the role of NAVSH Chair this year has been a real privilege but I could not have done this without the support of other board members. Having Sally Kelly as Immediate Past Chair has been invaluable, guiding me through my ‘apprenticeship’ as Vice-Chair and supporting me with her knowledge and experience as I stepped up to Chair.</p> <p>Jancis Andrew has been an incredibly supportive Vice-Chair this year and she has already made a huge contribution. I am confident that I am handing over the role of Chair to someone who has the passion and drive to continue to move the charity forward in achieving our objectives.</p> <p>I would like to thank Jane Pickthall whose involvement with NAVSH pre-dates the formation of the charity. Jane has been Vice-Chair, Chair, and Immediate Past Chair and this year she took on the role of Honorary Treasurer at a challenging time for the organisation. Jane has an incredible grasp of our finances and we are so grateful to have found someone with her combined knowledge of the worlds of finance and Virtual Schools.</p> <p>I would like to thank Sarah Rivers who has agreed to continue for a second term in her role of Honorary Secretary. Sarah’s organisation and communication skills have been vital in my ability to function as Chair this year and I am sure Jancis will be relieved to have her on hand in the coming year.</p> <p>I am pleased that Rose Hooper (CPD Lead) and Matthew Cooke (Regional Lead) will be continuing in their roles as trustees in this coming year. They have already made a huge contribution to the work of the organisation.</p> <p>We are sorry to say goodbye to Michael Bettencourt who has been our Research Lead since the role was established. He has made huge contributions through research such as The</p>

Education of Children in Care in North-East England which, not only highlights best practice and amplifies the voice of Care experienced children, but also provides a powerful model for how regions can collaborate to lead the research agenda. This year Michael has led on Pupil Premium research with Bath Spa University which will be an invaluable resource in supporting VSHs to better understand how to make the most of this precious funding.

We are also very sad to say goodbye to Mike Gorman who has been a core part of NAVSH since its inception and has provided so much more than excellent administrative support for a number of years. Mike has brought a wealth of knowledge and experience to the Board particularly in terms of our constitution and Charity Commission requirements; he has led on key pieces of work such as the Post-Graduate Course and New to Role programme and he has guided the rest of us in developing our skills as trustees.


We are excited to welcome Rachael Pryor (Research Lead), Calvin Kipling (Communications Lead) and Patrick Ward (Vice-Chair). The Trustees will take on their roles after confirmation at the Annual General Meeting on the 18th March 2020. I would like to thank Alan Clifton for acting as our independent returning officer once more.

Finally, I would like to thank extended board members who have supported us to ensure that NAVSH truly represents the views and needs of the regions. It is through consultation with regional leads that we produced our new three year plan which was launched at the 2019 NAVSH Conference. We are already making progress towards the objectives in this plan and look forward to working with Virtual School Heads in every region to drive this work forward. Some highlights are below:

- Support programme for Virtual School Heads who are new to role
- Post-Graduate Course focussed on the education of looked after children in conjunction with Bath Spa University
- Peer Review programme in conjunction with the LGA
- Research commissioned on the effective use of Pupil Premium Plus funded interventions to support educational outcomes for looked after children
- Increase in Pupil Premium Plus in 2020
- Confirmation of Post-16 funding

<p>The core function of NAVSH is to promote the education of looked after and previously looked after children and to support us with this work the extended board recently accessed media training. This means that members of the board will be actively seeking opportunities to engage with the media to promote NAVSH messages. We know that these national developments and a greater profile will have a real impact for our children.</p> <p>NAVSH have an important role to play in reviewing the way that the statutory role of the Virtual School Head is embedded in systems and we conduct regular surveys of members so that we can track how this role works in different Local Authorities. Surveys conducted this year indicate:</p> <ul style="list-style-type: none">• 71% of Virtual Schools have increased in capacity since 2014.• Almost 90% of Virtual Schools have 4 or more staff.• Over 32% of Virtual Schools have over 100 pupils per staff member. As a useful comparison this is significantly higher than the recommended IRO Caseload of 50-70 looked after children.• Only 9% of Virtual Schools did not receive any core council budget to pay for staffing.• 12% of Virtual School Heads are line managed by their DCS and 60% are line managed by a DCS or Assistant Director.• 15% of Virtual School Heads were not line managed by a DCS or Assistant Director and felt that they had no simple way of communicating with senior leaders about the education of looked after and previously looked after children. <p>This year we will be conducting a more formal annual survey of members so that we can track how the work of VSHs develops over time.</p> <p>The National Association of Virtual School Heads has grown rapidly and achieved a lot in a relatively short time but we can only continue to do this work through the support and commitment of our members. NAVSH is so much stronger as it represents <u>all</u> Local Authorities and <u>all</u> Virtual Schools. We hope that members feel assured that there is an organisation that exists to represent their voice, to raise the profile of the work we do, to help us do a better job by supporting research and getting us the tools we need to be more effective.</p> <p>I would personally like to thank all those Virtual School Heads who support NAVSH by volunteering to be a member of the board for their hard work and dedication. We are so fortunate to have such a wealth of experience and expertise around the</p>

	<p>table. I absolutely appreciate that the ‘day job’ of a Virtual School Head is busy enough so I really appreciate the time taken out of the office to contribute to the work of our organisation. Being North-West representative, Vice-Chair and Chair of the board has been such an amazing professional development opportunity for me and I have been so privileged to be a part of a national dialogue about how to make things better in education for Care experienced children - I recommend it to everyone to put your name in the hat!</p>
<p>Brief statement of the charity’s policy on reserves</p>	<p>An important part of the work done this year has been to maintain a firm financial base to enable NAVSH to meet its charitable objectives and financial obligations.</p> <p>To this end, NAVSH needs to have reserves in place.</p> <p>The NAVSH annual conference is an essential part of how we fulfil our charitable objectives, and the organisation needs to have in place sufficient funds to meet the upfront costs of arranging this conference.</p> <p>NAVSH also needs to have sufficient reserves in place to fulfil any financial commitments and liabilities, should it be necessary to disband the organisation at a future time.</p> <p>NAVSH will therefore maintain a reserve of £50,000.</p>
<p>Details of any funds materially in deficit</p>	<p>None</p>
<p>Further financial review details</p>	<p>NAVSH ensures financial probity by:</p> <ul style="list-style-type: none"> ● Ensuring that financial statements and records are reviewed by a trustee other than the treasurer at regular intervals ● Considering a financial report at every trustees meeting ● Presenting the accounts at the Annual General Meetings ● Completing the detailed annual return for the Charity Commission which will be submitted later in 2018.

Section F: Declaration	
The trustees declare that they have approved the trustees' report above. Signed on behalf of the charity's trustees	
Signature	
Full name	Lynsey Burridge
Position	Chair NAVSH, Trafford VSH
Date	February 2020

The National Association of Virtual School Heads

Trustees Report and Financial Statements
For The Year Ended 28 February 2021

Charity No. 1166708

Legal and Administrative Information

Name: **The National Association of Virtual School Heads**

Reg'd Charity No: 1166708

Trustees: Jane Pickthall
Sarah Rivers
Patrick Ward
Lynsey Burrige
Calvin Kipling
Jancis Andrews
Matthew Cooke
Rosemary Hooper

Address: UHY Hacker Young (Birmingham) LLP
9-11 Vittoria Street
Birmingham
B1 3ND

Bankers: Triodos / Nat West

Independent
Examiner: Mark Thompson MAAT
VODA
Linskill Centre
Linskill Terrace
North Shields
NE30 2AY

NAVSH Finance Report 2020-21

NAVSH is in a good financial position, despite the impact of Covid on our conference, and has been able to further develop a range of programmes to support our charitable aims this year.

Research and CPD / Training

NAVSH Commissioned Research on The Pupil Premium Plus

The research concluded and the report has been produced and disseminated. This was the first piece of research NAVSH have commissioned and we look forward to commissioning similar pieces of research again. We now have a Research subgroup to support the Research Lead in identifying future projects. (£10,000)

Research into the VSH Role

We had put funding aside for research into the VSH role and the effectiveness of Virtual Schools but funding has been secured externally through The Rees Centre for the initial scoping exercise.

NCER Data Analysis

Due to Covid and the decision to cancel primary assessments and move to teacher assessments for GCSEs there hasn't been any national data for us to analyse this year. We decided it would be a good opportunity to look at the data over the past 3 years we've had the VSH module in NCER to get a stronger data set. This was a much more in-depth piece of work and the findings have been shared with members and at the conference. (£7500)

NAVSH Postgraduate course

We had 19 students complete the postgraduate course last year. This year we have 31 signed up for the course. NAVSH provided £500 scholarship for all who complete the course successfully this year and plan to extend the bursary model to those that progress to the Masters. In order to qualify for the bursary, the course must be completed and learning shared. (£9000).

VSH Survey

We have invested in Qualtrix to enable us to carry out an annual survey with VSHs to monitor the national picture. This will also enable us to do shorter surveys and produce more data / reports to add to our understanding of the role of VSH. (£1100)

CPD / Training

Conference

This year we had to postpone the Annual Conference that was due to take place in London In March 20 due to Covid. We had to pay an additional amount to arrange a new date but this has enabled us to plan for a return to a face to face conference next year. As an alternative we arranged an online conference this year. We outsourced this to an organisation used to doing online events and kept the delegate fee low to enable more virtual school team members to attend. (Online Conference £6,000 Retainer for Face to Face Conference £10,000)

Post Graduate Course

The postgraduate course continues to offer interested graduates the opportunity to study the education of care experienced children. This year we provided a £500 bursary for those that completed the course to improve retention and 13 claimed this on the understanding they would share their learning. This year we had the maximum of 31 people sign up for the post grad course and we are offering the bursary again. We are also expanding this to include those that progress and complete the Masters. As the current course is running online due to Covid, we have been able to reduce the fees which may have encouraged more people to join the course. (£9000)

New To Role Programme

The New to Role Programme is now in its second year and has become highly valued by those accessing it, through the webinars and podcasts. There have been several new VSHs taking up the coaching offer this year that has been funded by NAVSH as part of the New to Role offer. The webinars, video conferencing and the learning platform remain free to access. This will be an ongoing programme as part of our CPD offer. (£12,000)

Peer Review

The final Peer Review Pilot Report has been produced and feedback from those that have been involved was very positive. We have recruited two more diagnostic managers and the NAVSH Peer Review is now available to all virtual schools for £2500 with a NAVSH Subsidy of £500. Whilst Covid has prevented face to face peer reviews taking place this year, an online version has now been developed. (£6,000)

Zoom Webinars

During the past year, our Zoom webinars have proved invaluable for keeping VSH up to date and connected during Covid. The webinars have been running at capacity for most of the year and Zoom has been used for other NAVSH meetings also. It is also being used for the New to Role programme and the Post Grad Course. Many of the webinars are available on our website. (£2000)

Budget 2021 - 22

The cancellation of the annual conference had the potential to significantly impact on the NAVSH budget but thanks to the work of Andrew Russell it has not been as bad as we had expected. However, we are remaining cautious until the impact of Covid is better understood.

We are currently committed to the following for the next financial year:

- Continuing the New to Role Package (£15,000)
- Continuing to provide regular Webinars (£2000)
- Roll out of Peer Review (£500 per review – to budget for up to 10 per year, £5000)
- Continue to support the Bath Spa University Post Graduate course and bursaries for this and those progressing to the Masters course. (£10,000)
- Continue to fund admin and financial support for NAVSH. (£8,000)

Total: £40,000

Audit of Accounts

Proposal to appoint VODA to audit accounts again - £250.

Financial review details

NAVSH ensures financial probity by:

- Ensuring that financial statements and records are reviewed by a trustee other than the treasurer at regular intervals
- Considering a financial report at every trustees meeting
- Presenting the accounts at the Annual General Meetings

Signed:....., on behalf of Trustees

Print name:

Date:

INDEPENDENT EXAMINER'S REPORT

Notes to the
accounts, 2012

The National Association of Virtual School Heads

On accounts for
the year ended

28 February 2021

Charity no 1166708

**Respective
responsibilities of
trustees and
examiner**

The charity's trustees consider that an audit is not required for this year (under section 43(2) of the Charities Act 1993 (the Act)) and that an independent examination is needed.

It is my responsibility to

- examine the accounts (under section 43 of the Act),
- follow the procedures laid down in the General Directions given by the Charity Commission (under section 43(7)(b) of the Act), and
- state whether particular matters have come to my attention.

**Basis of
independent
examiner's
statement**

My examination was carried out in accordance with General Directions given by the Charity Commissioners. An examination includes a review of the accounting records kept by the charity and a comparison of the accounts presented with those records. It also includes consideration of any unusual items or disclosures in the accounts, and seeking explanations from the trustees concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in an audit, and consequently I do not express an audit opinion on the accounts.

**Independent
examiner's
statement**

In the course of my examination, no matter has come to my attention:

1. which gives me reasonable cause to believe that in, any material respect, the trustees have not met the requirements to ensure that:
 - proper accounting records are kept (in accordance with section 41 of the Act); and
 - accounts are prepared which agree with the accounting records and comply with the accounting requirements of the Act; or
2. to which, in my opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached.

Signed:



Date: 12 October 2021

Name: Mark Thompson MAAT
Address: VODA
Linskill Centre
Linskill Terrace
North Shields
NE30 2AY

The National Association of Virtual School Heads

Statement of Financial Activities for the year ended 28 February 2021

	Unrestricted Funds	Restricted Funds	Total Funds	Total Funds
	2021	2021	2021	2020
			£	£
Receipts				
Membership Fees	77000		77000	54100
Associate Membership	150		150	375
Conference Delegates	54274		54274	1645
Conference Stand	3335		3335	13014
Post Graduate Course	39820		39820	44500
Peer Review	6000		6000	2000
Bank Interest	39		39	10
Total Receipts	180618	0	180618	115644
Payments				
Conference	63976		63976	41553
NAVSH Development Day	0		0	3718
Peer Review - Training & Pilot	5509		5509	7841
Admin	5752		5752	13393
Catering	170		170	995
Research	11837		11837	0
Pupil Premium	0		0	10000
Expenses	1094		1094	1062
Insurance	724		724	0
Post Graduate Course	31293		31293	25645
Accountancy	2160		2160	2476
Accounts Independent Examination	250		250	250
Data Report	7500		7500	3624
New to Role	11680		11680	14160
Website	1950		1950	0
Zoom Webinar	1919		1919	2250
Refund overpayment	115		115	0
Bank Charges	73		73	50
Mentimeter	0		0	202
Legal & Professional Fees	70		70	40
Total Payments	146072	0	146072	127259
Surplus / deficit for the year	34546	0	34546	-11615
Funds at 1 March 2020	122222	0	122222	133837
Funds at 28 February 2021	156768	0	156768	122222

The National Association of Virtual School Heads

Balance Sheet as at 28 February 2021

		2021	2020
		£	£
Current Assets	Notes		
Cash at Bank & in Hand		141768	121638
Debtors	4	37000	22500
Total Current Assets		<u>178768</u>	<u>144138</u>
Current Liabilities	5		
Trade Creditors		22000	21916
Net Assets at 28 February 2021		<u>156768</u>	<u>122222</u>
 Represented By:			
Unrestricted Funds		156768	122222
		<u>156768</u>	<u>122222</u>

Signed Position

Signed Position

Date

The National Association of Virtual School Heads

Notes to the accounts, 2021

1. Basis of accounts

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2015) – Charities SORP (FRS 102), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006

NAVSH meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy note(s).

2. Trustees and Staff

There are no staff employed by the organisation. Trustees were reimbursed for any appropriate expenses.

3. Costs of financial services

The cost for the Independent Examination for the financial period will be £250

4. Debtors

Membership	17000
Conference	20000

Total Debtors	37000
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5. Creditors

Post Graduate Course	22000
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Total Creditors	22000
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The National Association of Virtual School Heads

Trustees Report and Financial Statements
For The Year Ended 28 February 2021

Charity No. 1166708

Legal and Administrative Information

Name: **The National Association of Virtual School Heads**

Reg'd Charity No: 1166708

Trustees: Jane Pickthall
Sarah Rivers
Patrick Ward
Lynsey Burridge
Calvin Kipling
Jancis Andrews
Matthew Cooke
Rosemary Hooper

Address: UHY Hacker Young (Birmingham) LLP
9-11 Vittoria Street
Birmingham
B1 3ND

Bankers: Triodos / Nat West

Independent
Examiner: Mark Thompson MAAT
VODA
Linskill Centre
Linskill Terrace
North Shields
NE30 2AY

NAVSH Finance Report 2020-21

NAVSH is in a good financial position, despite the impact of Covid on our conference, and has been able to develop a range of programmes to support our charitable aims this year.

Research and CPD / Training

NAVSH Commissioned Research on The Pupil Premium Plus

The research concluded and the report has been produced and disseminated. This was the first piece of research NAVSH have commissioned and we look forward to commissioning similar pieces of research again. We now have a Research subgroup to support the Research Lead in identifying future projects. (£10,000)

Research into the VSH Role

We had put funding aside for research into the VSH role and the effectiveness of Virtual Schools but funding has been secured externally through The Rees Centre for the initial scoping exercise.

NCER Data Analysis

Due to Covid and the decision to cancel primary assessments and move to teacher assessments for GCSEs there hasn't been any national data for us to analyse this year. We decided it would be a good opportunity to look at the data over the past 3 years we've had the VSH module in NCER to get a stronger data set. This was a much more in-depth piece of work and the findings have been shared with members and at the conference. (£7500)

NAVSH Postgraduate course

We had 19 students complete the postgraduate course last year. This year we have 31 signed up for the course. NAVSH provided £500 scholarship for all who complete the course successfully this year and plan to extend the bursary model to those that progress to the Masters. In order to qualify for the bursary, the course must be completed and learning shared. (£9000).

VSH Survey

We have invested in Qualtrix to enable us to carry out an annual survey with VSHs to monitor the national picture. This will also enable us to do shorter surveys and produce more data / reports to add to our understanding of the role of VSH. (£1100)

CPD / Training

Conference

This year we had to postpone the Annual Conference that was due to take place in London in March 20 due to Covid. We had to pay an additional amount to arrange a new date but this has enabled us to plan for a return to face to face conference next year. As an alternative we arranged an online conference this year. We outsourced this to an organisation used to doing online events and kept the delegate fee low to enable more virtual school team members to attend. (Online Conference £6,000 Retainer for Face to Face Conference £10,000)

Post Graduate Course

The postgraduate course continues to offer interested graduates the opportunity to study the education of disadvantaged and experienced children. This year we provided a £500 bursary for those that completed the course to improve retention and 13 claimed this on the understanding they would share their learning. This year we had the maximum of 31 people sign up for the post grad course and we are offering the bursary again. We are also expanding this to include those that progress and complete the Masters. As the current course is running online due to Covid, we have been able to reduce the fees which may have encouraged more people to join the course. (£9000)

New To Role Programme

The New to Role Programme is now in its second year and has become highly valued by those accessing it, through the webinars and podcasts. There have been several new VSHs taking up the coaching offer this year that has been funded by NAVSH as part of the New to Role offer. The webinars, video conferencing and the learning platform remain free to access. This will be an ongoing programme as part of our CPD offer. (£12,000)

Peer Review

The final Peer Review Pilot Report has been produced and feedback from those that have been involved was positive. We have recruited two more diagnostic managers and the NAVSH Peer Review is now available to a virtual schools for £2500 with a NAVSH Subsidy of £500. Whilst Covid has prevented face to face peer review taking place this year, an online version has now been developed. (£6,000)

Zoom Webinars

During the past year, our Zoom webinars have proved invaluable for keeping VSH up to date and connected during Covid. The webinars have been running at capacity for most of the year and Zoom has been used for NAVSH meetings also. It is also being used for the New to Role programme and the Post Grad Course. Many of our webinars are available on our website. (£2000)

Budget 2021 - 22

The cancellation of the annual conference had the potential to significantly impact on the NAVSH budget but thanks to the work of Andrew Russell it has not been as bad as we had expected. However, we are remaining cautious until the impact of Covid is better understood.

We are currently committed to the following for the next financial year:

- Continuing the New to Role Package (£15,000)
- Continuing to provide regular Webinars (£2000)
- Roll out of Peer Review (£500 per review - to budget for up to 10 per year, £5000)
- Continue to support the Bath Spa University Post Graduate course and bursaries for this and those progressing to the Masters course. (£10,000)
- Continue to fund admin and financial support for NAVSH. (£8,000)

Total: £40,000

Audit of Accounts

Proposal to appoint VODA to audit accounts again - £250.

Financial review details

NAVSH ensures financial probity by:

- Ensuring that financial statements and records are reviewed by a trustee other than the treasurer at regular intervals
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Signed:....., on behalf of Trustees

Print name:

Date:

INDEPENDENT EXAMINER'S REPORT

**Notes to the
accounts, 2012**

The National Association of Virtu

**On accounts for
the year ended**

28 February 2021

Charity no

**Respective
responsibilities of
trustees and
examiner**

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Signed:



Date: 12 Oct

Name:

Mark Thompson MAAT

Address:

VODA
Linskill Centre
Linskill Terrace
North Shields
NE30 2AY

al School Heads

1166708

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a comparison of the
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The National Association of Virtual School Heads

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Signed Position

Signed Position

Date

The National Association of Virtual School Heads

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