



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.

Objects of the NAVSH	<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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Section C: Objectives and activities	
Summary of the main activities undertaken for the public benefit in relation to these objects	<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 Burrige 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 Burrige 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>

<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.</p> <p>‘What works’ for children with a social worker</p> <p>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.</p> <p>Post-graduate course</p> <p>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.</p> <p>Reading Together: Paired Reading Randomised Control Trial</p> <p>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</p>

	<p>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.</p> <p>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.</p> <p>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.</p> <p>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.</p> <p>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.</p> <p>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.</p> <p>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</p>
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	<p>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.</p> <p>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 Burrridge has represented NAVSH at the Steering Group for these pilots.</p> <p>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.</p> <p>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</p>
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	<p>board meeting April and the full report is scheduled for launch later on in 2020.</p> <p>Member Surveys</p> <p>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.</p> <p>2 Training</p> <p>Annual Conference</p> <p>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’.</p> <p>Development Days</p> <p>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!</p> <p>Post-graduate course</p> <p>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>
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	<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>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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	<p>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:</p> <p>“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!”</p> <p>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.</p> <p>ADCS</p> <p>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.</p> <p>NNECL</p> <p>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.</p> <p>NEU</p> <p>NAVSH recognise the need to engage with teaching unions and have had an initial meeting with NEU to discuss shared</p>
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	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.
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Section D: Achievements and performance

Summary of the main achievements of the charity during the year by Lynsey Burrige, Chair of NAVSH

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.

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.

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.

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.


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.

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.</p> <p>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.</p> <p>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.</p> <p>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:</p> <ul style="list-style-type: none"> • 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
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	<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>
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	<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 Burrridge
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 Burrridge
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		178768	144138
Current Liabilities	5		
Trade Creditors		22000	21916
Net Assets at 28 February 2021		156768	122222
Represented By:			
Unrestricted Funds		156768	122222
		156768	122222

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 Burrridge
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 2020 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 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
- 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 Virtu

**On accounts for
the year ended**

28 February 2021

Charity no

**Respective
responsibilities of
trustees and
examiner**

The charity's trustees consider that an audit is (under section 43(2) of the Charities Act 1993 (independent examination is needed.

It is my responsibility to

- examine the accounts (under section 43 of the
- follow the procedures laid down in the General Charity Commission (under section 43(7)(b) of the
- state whether particular matters have come to

**Basis of
independent
examiner's
statement**

My examination was carried out in accordance with the requirements given by the Charity Commissioners. An examination of the accounting records kept by the charity and the accounts presented with those records. It also includes any unusual items or disclosures in the accounts and explanations from the trustees concerning any procedures undertaken do not provide all the evidence required in an audit, and consequently I do not give a statement on the accounts.

**Independent
examiner's
statement**

In the course of my examination, no matter has arisen which gives me reasonable cause to believe that, in respect, the trustees have not met the requirements of the Act; and

- proper accounting records are kept (in accordance with the Act); and
- accounts are prepared which agree with the accounting records and comply with the accounting requirements of the Act.

2. to which, in my opinion, attention should be drawn to provide a proper understanding of the accounts to be read.

Signed:



Date: 12 Oct

Name:

Mark Thompson MAAT

Address:

VODA
Linskill Centre
Linskill Terrace
North Shields
NE30 2AY

al School Heads

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not required for this year
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a comparison of the
includes consideration of
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such matters. The
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express an audit opinion on

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ordance with section 41 of

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the Act; or
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The National Association of Virtual School Heads

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Signed Position

Signed Position

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The National Association of Virtual School Heads

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