
PARTNERSHIP FOR JEWISH SCHOOLS LIMITED
(A company limited by guarantee)

TRUSTEES' REPORT AND FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2024

PARTNERSHIP FOR JEWISH SCHOOLS LIMITED
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REFERENCE AND ADMINISTRATIVE DETAILS OF THE CHARITY, ITS TRUSTEES AND ADVISERS
FOR THE YEAR ENDED 31 DECEMBER 2024

Trustees

Dov Black, Chair
Sarah Anticoni (Resigned 31 October 2024)
David Bloom (Resigned 1 March 2024)
Daniel Lichtenstein (Resigned 31 October 2024)
Susan Nyman
Susan Stone (Resigned 31 October 2024)
Anthony Wagerman

Company registered number 09768676

Charity registered number 1168444

Registered office Bet Meir
44b Albert Road
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Independent auditors BKL Audit LLP
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PARTNERSHIP FOR JEWISH SCHOOLS LIMITED
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TRUSTEES' REPORT
FOR THE YEAR ENDED 31 DECEMBER 2024

The Trustees present their Annual report together with the audited financial statements of Partnership for Jewish Schools Limited (the Charity, the Charitable Company, PaJeS) for the year 1 January 2024 to 31 December 2024. The Annual report serves the purposes of both a Trustees' report and a directors' report under company law. The Trustees confirm that the Annual report and financial statements of the charitable company comply with the current statutory requirements, the requirements of the charitable company's governing document and the provisions of the Statement of Recommended Practice (SORP) applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102) (effective 1 January 2019).

Since the Charity qualifies as a small company under section 382 of the Companies Act 2006, the Strategic report required of medium and large companies under the Companies Act 2006 (Strategic Report and Directors' Report) Regulations 2013 has been omitted.

Objectives and activities

a. Policies and objectives

The objectives of PaJeS, as set out in its governing document, are:

- To support and enhance the Jewish school sector in the UK.
- To provide services, support and strategy to Jewish schools, including curriculum development, teacher training and leadership development.
- To foster collaboration and networking among Jewish schools and educational stakeholders.

PaJeS aims to make a difference in the Jewish education landscape by offering tailored support to Jewish schools, promoting excellence in teaching and learning and ensuring the preservation of Jewish values and ethos within Jewish schools. In developing its objectives and stratagems, the Trustees have taken into account the guidance provided by the Charity Commission on public benefit, including the guidance "Public benefit, running a charity (PB2)".

Up until 31 December 2021 PaJeS was part of the Jewish Leadership Council. On that date it transferred its assets and undertaking to the Jewish Schools Network which formally changed its name to Partnership for Jewish Schools Limited on 23 June 2022.

Previous to 31 December 2021 the Charity provided grants to the Jewish Leadership Council as its main activity. PaJeS now supports schools directly through its own activities.

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TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 DECEMBER 2024

Objectives and activities (continued)

b. Stratagem for achieving objectives

PaJeS implements a range of stratagem to achieve its objectives, including:

- To cultivate a high-calibre and adaptive Jewish education workforce: Implementing a holistic framework for continuous professional development and leadership nurturing, ensuring educators and leaders are equipped with contemporary skills and knowledge to meet evolving educational needs.
- To ensure curriculum excellence and relevance: Systematically developing, reviewing, and updating foundational and supplementary curricula in Jewish Studies and Ivrit (Modern Hebrew), integrating best pedagogical practices and responding to community needs to foster engaging and impactful learning.
- To foster a collaborative and innovative Jewish school ecosystem: Building robust networks and platforms that encourage peer-to-peer learning, shared best practices, and collective problem-solving among schools and stakeholders, thereby strengthening the entire sector.
- To empower and sustain effective leadership: Providing comprehensive leadership development pathways and ongoing support structures that equip current and aspiring school leaders with the strategic, operational, and pastoral capabilities essential for their professional growth and the success of their institutions.
- To safeguard and advance the interests of Jewish education: Proactively engaging with governmental and educational authorities at all levels to advocate for the unique needs of Jewish schools, influence policy, and ensure the protection of religious freedoms and communal values within the educational landscape.
- Cultivating resilient, supportive Jewish school wellbeing: This strategic area focuses on cultivating a resilient, emotionally intelligent, and supportive ecosystem for students, staff, and families across the Jewish school sector. It prioritises holistic wellbeing to enhance educational excellence and foster thriving communities.

c. Activities undertaken to achieve objectives

PaJeS fulfils its objectives through various activities, including:

- Organising professional development workshops and conferences for teachers and school leaders.
- Organising professional development workshops for school governors and trustees.
- Providing support and guidance to Jewish schools in curriculum development and implementation.
- Facilitating professional networks and collaboration among Jewish schools and educators.
- Offering leadership training programmes and mentoring opportunities.
- Engaging with government bodies and educational authorities to support Jewish schools
- Providing grants to Jewish schools and educators for specific projects and initiatives
- Implementing the PaJeS Wellbeing Award and whole-school wellbeing programmes.
- Delivering specialised wellbeing training, including for DSLs and Wellbeing Leads.
- Engaging families through virtual parent events and dedicated wellbeing programmes.
- Advancing antisemitism education, notably through the JTracks initiative, a programme focused on Jewish history and antisemitism education in secondary schools.
- Advocating for Jewish schools' interests with government and educational authorities.
- Collaborating with external bodies to counter antisemitism and protect schools.

d. Grant-making policies

PaJeS provides grants to Jewish schools and educators to support specific projects or initiatives that align with its objectives. The grant-making activities of PaJeS contribute to the achievement of its aims and objectives by providing financial support and resources to enhance the quality of education in Jewish schools.

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TRUSTEES' REPORT (CONTINUED)
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Objectives and activities (continued)

e. Main activities undertaken to further the Charity's purposes for the public benefit

PaJeS' main activities to further its purposes for the public benefit include:

- Providing professional development opportunities for teachers and enhancing the quality of Jewish education; for example, through the annual Headteachers' Conference.
- Developing and updating curricula to ensure the delivery of high-quality Jewish studies and Ivrit programmes such as Chumash (dedicated study and exploration of the Five Books of Moses and related commentaries), Parasha (the in-depth study and analysis of the weekly portion of the Torah), Tefillah (understanding the meaning and practices of daily prayer), and Torah Wellbeing & Me.
- Facilitating collaboration and networking among Jewish schools, and with communal organisations fostering innovation and best practices from in-person events to WhatsApp groups.
- Collaborating with other communal organisations to help ensure a coherent and coordinated provision for schools.
- Offering leadership training programmes to develop effective school leaders, such as the National Professional Qualification (NPQ) programmes in partnership with the Ambition Institute.
- Engaging with government bodies and educational authorities to support the interests of Jewish schools and protect religious freedoms. This runs from local council to Ministerial level.
- Working with the Police, Community Security Trust (CST) and Local Authorities to counter antisemitism and protection of children and schools.
- PaJeS embeds wellbeing support in Jewish schools, working with 26 schools through the Wellbeing Award and offering dedicated resources and programmes.

Achievements and performance

a. Main achievements of the Charity

PaJeS has achieved significant milestones and made a positive impact on the Jewish education sector which include the successful delivery of professional development programmes for teachers and school leaders, equipping them with essential skills and knowledge. This includes the Annual Headteachers Conference, training for school leaders, pastoral leaders, heads of Jewish studies and the PaJeS Wellbeing Project Leads. The Wellbeing Project Leads are now working to develop support for school leader's wellbeing. The focus will be both on the leaders themselves and on supporting governors to understand their role in staff wellbeing.

Some specific key achievements are set out below.

Wellbeing

Wellbeing support is now firmly embedded within the educational offering for Jewish schools, and it has become a vital element of the provision delivered to both students and staff.

To date, the PaJeS Wellbeing team has worked with 26 schools, supporting them in achieving the PaJeS Wellbeing Award. Each participating school now has a dedicated Wellbeing Lead, who collaborates with senior leadership to identify and implement wellbeing-focused changes. The programme respects the unique culture of each school, adapting its recommended criteria accordingly. Moving forward, PaJeS aims to support 10

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TRUSTEES' REPORT (CONTINUED)
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Achievements and performance (continued)

additional schools each year, while continuing to review and support those already awarded.

PaJeS has also piloted short form-time wellbeing programmes in two secondary schools, with plans to expand delivery to others already registered for the Wellbeing Award. The team continues to supply tailored resources aligned with national campaigns such as Children's Mental Health Week, covering student curriculum content, tools for staff, and information for parents.

The PaJeS Wellbeing website has launched and is available to all affiliated schools. It serves as a central hub offering guidance and tools to implement a whole-school approach to wellbeing. Schools applying for the Wellbeing Award can now submit their evidence via the platform.

In collaboration with the Jewish Leadership Council, PaJeS hosted a training day for Designated Safeguarding Leads (DSLs) from across the Jewish school network. This event facilitated the sharing of best practice, featured presentations from community organisations on referral pathways, and included CPD training from Trauma Informed Schools.

PaJeS also places a strong emphasis on engaging families. Over 1,000 families participated in virtual parent events, with many more accessing recordings after the sessions. Topics included ADHD and parent wellbeing, ante-adolescent development, and guidance for parents navigating transitions into Year 7 or out of Year 13.

Despite these efforts, a number of challenges persist. The rise in antisemitism, particularly following the traumatic events of 7 October 2023, has had a profound emotional and psychological impact on children and the wider community. This is compounded by growing staff burnout due to increasing pressure on school resources. Many schools lack the time, space, funding, and personnel to prioritise wellbeing in the face of academic demands. Additionally, heightened parental expectations and the lingering mental health effects of the post-COVID era have made the landscape even more complex.

One of the key concerns identified is the disconnect between school-based wellbeing initiatives and home support systems. While parents and carers are crucial allies in supporting student mental health, they often struggle to navigate the complexities of youth wellbeing. Schools, in turn, find it difficult to maintain consistent engagement from families, and the varying needs and schedules of parents demand a more flexible, accessible model of support.

In response, PaJeS is implementing a strategic dual approach. The Torah Wellbeing & Me initiative delivers key elements of resilience and emotional learning through weekly Parsha (weekly portion of the Torah)-based lessons, integrating wellbeing education within a Jewish values framework. Complementing this is a comprehensive parent programme designed to reinforce the school-home partnership. This includes termly online education sessions on parent-prioritised topics, the development of tailored resources, and the formation of parent support networks within each school.

The parent programme also strengthens communication between schools and families by supporting Wellbeing Leads in establishing clear, consistent messaging on mental health matters. Regular consultation with parents ensures that the programme remains responsive, culturally sensitive, and adaptable to the needs of each school community.

Through this comprehensive approach, PaJeS anticipates significant positive changes in how families engage with and support student wellbeing. Parents are expected to gain a deeper understanding of youth mental health, allowing them to offer more effective support at home and work more collaboratively with schools. A stronger and more consistent partnership between schools and families will help identify wellbeing concerns earlier and lead to more timely and appropriate interventions.

To ensure the success of the parent programme, PaJeS is tracking both quantitative and qualitative indicators. Engagement levels are monitored—building on current averages of 250–500 parent registrations per online

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Achievements and performance (continued)

session. Parent understanding and confidence in addressing mental health will be regularly assessed through surveys and feedback forms. Long-term effectiveness will be measured through sustained parental involvement, improvements in communication between home and school, and tangible gains in student wellbeing.

By applying an iterative, data-informed approach, PaJeS will continuously refine the programme in response to community feedback and changing needs. This will ensure that the initiative remains dynamic, relevant, and impactful—supporting parents to become empowered advocates in their children's mental health and wellbeing journey.

Curriculum

The development and implementation of updated curricula in Jewish Studies and Ivrit, ensuring the delivery of a relevant and engaging educational experience

The development and implementation of updated curricula in Jewish Studies and Ivrit remains a core focus for PaJeS, ensuring the delivery of relevant and engaging educational experiences across Jewish schools.

Throughout the year, a wide range of training and CPD sessions have been delivered, including JTracks (the PaJeS antisemitism education programme in secondary schools) training, Chumash (dedicated study and exploration of the Five Books of Moses and related commentaries) training, and the Lifnai Vlifnim (a Jewish studies training programme) seminar for both primary and secondary school teachers.

December 2024 marked a significant milestone with PaJeS hosting the first-ever UK-wide conference for Heads of Jewish Studies. This pioneering event brought together leaders from over 30 primary and secondary schools and introduced M²'s groundbreaking framework 18×18 – The 18 Dimensions of Jewish Life. Participants explored the essential knowledge, values, and skills a Jewish person should possess, grounding their school's vision in a shared language and structure. Attendees highly valued the opportunity to network and exchange ideas, with feedback now informing future Jewish Studies CPD provision.

In the same month, the Ivrit community benefitted from a dedicated full-day conference led by internationally renowned language education expert Dr. Gianfranco Conti. His presentation focused on the Extensive Processing⁴ Instruction (EPI) method, attended by 35 Ivrit teachers. Additional professional development included sessions on Modern Hebrew GCSE and A-Level preparation, voice coaching, and a three-part Hebrew grammar course.

Further progress includes curriculum development projects, such as updating and migrating Chumash (dedicated study and exploration of the Five Books of Moses and related commentaries) and Tefillah (understanding the meaning and practices of daily prayer) materials to the new PaJeS website, enhancing access and usability for schools. Curriculum advancement is also underway through the school improvement project, now in its implementation phase at Broughton Jewish Primary School.

In response to the events of 7 October 2023, PaJeS launched a dedicated section on its website to support schools with resources, alongside providing training for schools receiving new Israeli students and organising sessions for Israeli families arriving in the UK due to the war.

After two years of collaboration between PaJeS and key partners, the Hebrew Primary School in Gibraltar has been successfully established—offering exceptional Jewish and secular education to the community.

A dedicated team, under expert guidance, has helped provide the Gibraltar community with not just a school delivering first-class education but also a structured and sustainable future. This includes a carefully developed curriculum, robust systems, and a strong code of conduct.

An outstanding leadership and teaching team has been recruited to shape the next generation. The children have embraced their new school and are thriving in an environment built on the values of courage, respect, and

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Achievements and performance (continued)

kindness.

The JTracks initiative, a collaboration between Ignite and PaJeS, continues to enhance Jewish history and antisemitism education in seven secondary schools in London and Manchester. Each school has appointed a JTracks Lead – a staff member well-versed in the school's ethos – to tailor Israel and antisemitism education in a contextually appropriate way. Leads have received ongoing training, including a December session focused on facilitating difficult conversations, led by Dr. Glenn Bezael and Vadim Blumen. Mini-grants have enabled creative projects, such as JFS's arts exhibition on reflections from its Poland trip, with plans underway to expand such initiatives across multiple schools.

School visits and one-to-one support for Heads of Jewish Studies remain a cornerstone of the PaJeS approach. Many Heads are also participants in the Jewish School Leadership Programme (JSLP), ensuring close integration with PaJeS' education work.

International collaboration continues to enrich our work, with the Lira Winston Fellowship supporting fellows' school visits in Boston during the Prizmah Conference. Visits to Maimonides School and Gan Academy inspired reflective discussions and bolstered leadership development.

The Chief Rabbi's Schools Review (CRSR) Phase One Report has been widely circulated across stakeholders, highlighting the need for focused action. The next stage will prioritise: defining a unified vision for Jewish education; establishing a shared framework and outcomes; and addressing systemic challenges, including finance and infrastructure. Working groups are now being set up to advance these objectives.

Looking ahead, we are planning a professional development session with the National Library of Israel on innovative methods for integrating primary sources into Pesach lessons, and the launch of two new PaJeS Networks post-Pesach to further support Jewish educators.

The establishment and growth of collaborative networks among schools, enabling the sharing of best practices and fostering a culture of continuous improvement

Regular briefings continue to be provided for both primary and secondary Headteachers, delivered both online and in person. These sessions offer tailored support, including school visits and timely responses to questions and concerns raised by school leaders.

Governor workshops have been held termly, covering a wide range of relevant topics such as school leadership support, wellbeing, financial management, and the delivery of Jewish education in schools. In February 2024, 30 governors attended in-person training sessions with workshops focused on good governance and innovative approaches to governance. Feedback highlighted the value of face-to-face interaction, networking opportunities, and the clarity of presentations, particularly for those new to governance. In May 2024, 22 governors participated in the termly workshops held online. The sessions explored areas including the development of intentional pathways for Israel and antisemitism education, the community context post-October 7th 2023, and the role of Ivrit teaching in Jewish schools. Participants found the content highly relevant and appreciated the practical tools provided to support their responsibilities as governors. In July 2024, induction training was delivered via Zoom for 12 new governors. The session offered guidance and reassurance, reinforcing the ongoing support available to them in their roles.

Exit interviews were also conducted in the summer term with outgoing Chairs of Governors. The insights gained are being used to further enhance the support and services offered to governors.

The successful completion of leadership training programmes, empowering current and aspiring school leaders to enhance their leadership capabilities

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Achievements and performance (continued)

The Jewish Schools' Leadership Programme (JSLP) has 40 middle and early senior leaders across both primary and secondary schools enrolled. This cohort participated in two full-day workshops led by leadership skills trainer Larry Shulman. In addition to these workshops, participants are engaging in facilitated small peer learning and coaching groups, with six to seven people in each group. These sessions offer an opportunity to reflect on workshop content, discuss current work challenges, and problem-solve together.

Thirty teachers and leaders enrolled in one of nine National Professional Qualification (NPQ) programmes delivered in collaboration with the Ambition Institute. PaJeS continues to work closely with the provider to ensure the needs of Jewish school participants are met.

New Headteachers were welcomed to a Meet and Greet session, introducing them to the services PaJeS offers to support their schools. Several new Heads also attended a Heads residential in April, with many participating in work discussion groups facilitated by Executive Coach Emil Jackson. End-of-year one-to-one meetings were held with all new Heads to assess their development needs for Year 2 of headship.

Looking ahead, seven new Heads across North and South London, Manchester, and Dublin will receive continued support. Initial one-to-one meetings have been held to identify their development needs.

Lira Winston Fellowship

The Lira Winston Fellowship, launched in partnership with The Pincus Fund for Jewish Education, is a flagship leadership initiative supporting Jewish school educators aspiring to headship or senior leadership roles. The Fellowship offers a personalised two-year development pathway, equipping participants with the skills, insight, and confidence to lead Jewish schools into the future.

This programme was established in memory of Lira Winston z"l, a much-loved and deeply admired member of the PaJeS senior team. Lira was passionate about nurturing leadership within Jewish education, and this Fellowship reflects her values and vision. We are enormously grateful to her son Ben Winston, the Winston family, and the management committee of the programme for their generosity and foresight in initiating this transformative opportunity.

The inaugural cohort of 14 Fellows began their journey with a residential seminar in May 2024. Their development has included school visits in Boston during the Prizmah Conference, where they engaged in reflective discussions and gained valuable international perspectives. The Fellowship is already making a meaningful impact, and we look forward to seeing its long-term contribution to the strength and sustainability of Jewish school leadership.

The active engagement with government bodies and educational authorities to advocate for the interests and unique needs of Jewish schools

PaJeS' public affairs work continues to pick up on key issues and hold regular meetings with stakeholders.

Ministerial Meetings

PaJeS actively engaged with government leaders to address key issues affecting Jewish education. Members of the PaJeS leadership team met with both the Secretary of State for Education and the Shadow Secretary of State for Education to discuss matters of concern. One critical area of focus was the troubling rise in antisemitism, with ongoing discussions about the need for stronger support for faith schools from both major political parties.

PaJeS representatives met with civil servants at various levels to explore the impact of the Children and Wellbeing Bill in detail. PaJeS briefing notes and findings were shared with MPs more widely, including

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Achievements and performance (continued)

discussions with education PPSs and Mark Ferguson. As part of this, we worked to meet with MPs whose constituencies included Jewish schools to coordinate messaging and strengthen advocacy efforts. Meetings with the schools' ministers were also scheduled for later in the year to continue these important conversations.

Additionally, PaJeS representatives continued to meet with Regional Schools Commissioners, focusing on issues that were particularly relevant to the unique needs of Jewish communities.

Ofsted

Our Headteachers' views were shared with Ofsted (where the CEO Rabbi David Meyer OBE is a non-executive director) as to the impact of Ofsted's consultation to implement inspection changes. We continue to chair the joint DfE/Ofsted meeting and have been using this to explore the challenges for independent schools moving into the state sector. A significant accomplishment in 2024 was the agreement of Ofsted to progress a proposal that will require schools to list antisemitic activity separately which will trigger an inspection into antisemitism at that school.

b. Key performance indicators

- The number of teachers and school leaders participating in professional development programmes.
- The number of governors participating in professional development programmes.
- The number of schools benefiting from curriculum development and support.
- The engagement and participation levels in collaborative networks and forums.
- The number of school leaders trained and supported through leadership programmes.
- Success in advocating for the interests of Jewish schools at the government and educational levels.

c. Review of activities

The activities undertaken by PaJeS have been in line with their objectives and have demonstrated progress towards achieving them. Through a balanced review of its activities, PaJeS continues to adapt and improve its offerings to meet the evolving needs of Jewish schools. The commitment to collaboration, innovation and excellence has been reflected in the positive outcomes of its work.

As the activities of PaJeS demonstrate, it continues to deliver a high quality and professional service to Jewish schools. Through the delivery of these services, it has ensured that its key objectives are met.

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Achievements and performance (continued)

d. Factors relevant to achieving objectives

Several factors have influenced the achievement of PaJeS' objectives. These include:

- Positive factors such as strong partnerships with Jewish schools, engagement with stakeholders, and effective collaborations.
- Negative factors such as external challenges related to funding, changing educational policies, and the long term impact of the COVID-19 pandemic on children's progress.
- The deeply troubling events of 7th October 2023 and the ensuing increase in antisemitism has had a significant impact on the Jewish schools community and required the adaptation of our support to address these challenges.

PaJeS' response to these factors includes proactive engagement with government bodies, ongoing communication with Jewish schools and continuous adaptation of services and programmes to address emerging needs.

e. Fundraising activities and income generation

PaJeS engages in fundraising activities to support its operations and initiatives. It manages its own fundraising activities and does not employ a professional fundraiser. These activities include seeking donations, grants and sponsorships from individuals, foundations and other organisations. Regular communications are maintained, as necessary, with donors. The income generated through fundraising enables PaJeS to deliver its services and provide support to Jewish schools effectively.

f. Investment policy and performance

Any cash resources are held in short-term deposit accounts. PaJeS does not have any investments.

Financial review

a. Going concern

The Trustees consider PaJeS to be a going concern based on the organisation's financial position on 31 December 2024 and its future funding opportunities to deliver its stratem for developing and growing its services. The Trustees are confident in the Charity's ability to continue its operations in the foreseeable future as a going concern.

b. Reserves policy

Reserves are held to ensure the financial stability of the organisation, support ongoing activities and enable future growth. The Trustees review and assess reserves to align with the Charity's strategic goals and anticipated future needs.

c. Material investments policy

The Charity does not hold any material investments.

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d. Principal risks and uncertainties

PaJeS acknowledges various risks and uncertainties that could affect its operations and the achievement of its objectives. These risks include financial, regulatory, reputational, and operational factors. The Trustees have implemented risk management stratagems to mitigate these risks.

The Trustees have identified the following key risks:

- Insufficient donations and other income generating sources to enable PaJeS to deliver against its objectives and its programmes.
- Retention of high caliber staff and consultants to deliver its programmes.
- Government and environment policy that impacts on the operation of PaJeS.
- Negative media coverage could damage the Charity's reputation, leading to a loss of donor support and public trust.
- Safeguarding failures could lead to harm of beneficiaries, legal action, and severe reputational damage.
- A cybersecurity breach could lead to loss of sensitive data, financial loss, and disruption of operations.
- A contract risk exists with a key funder that has a short notice period and onerous terms and conditions.

e. Financial risk management objectives and policies

PaJeS maintains financial risk management objectives and policies to ensure the prudent management of its financial resources. These policies include the diversification of funding sources and regular financial reporting and monitoring including regular finance committee meetings.

f. Principal funding

The principal funding sources for PaJeS include donations, grants, sponsorships and income generated through fundraising activities. These resources support the key objectives of the Charity, enabling the delivery of services and support to Jewish schools effectively.

g. Review of the Year

Income for the Year amounted to £1,622,487 (2023: £1,364,017) consisting of £1,476,037 (2023: £1,147,043) from donations and legacies, being £780,018 (2023: £587,787) restricted funds. There was also income of £144,278 (2023: £107,741) from charitable activities, being £480 (2023: £Nil) restricted, income from other trading activities of £125 (2023: £108,352), being all unrestricted and income from investments of £2,047 (2023: £881), being £1,857 (2023: £Nil) restricted.

Expenditure for the Year was £1,279,561 (2023: £1,071,071) of which £369,306 (2023: £402,167) was restricted. There was also expenditure on raising funds of £Nil (2023: £9,126) which was entirely unrestricted.

Net movement in funds totaled a gain of £342,926 (2023: £283,820). This is constituted by a gain on restricted funds of £387,050 (2023: gain of £185,620) and a loss on unrestricted funds of £44,124 (2023: gain of £98,200). Funds carried forward at the 31 December 2024 totaled £729,457 (2023: £386,531), being £649,988 (2023: £262,938) of restricted funds and £74,469 (2023: £123,593) of unrestricted funds.

Cash at bank and in hand has increased to £800,474 (2023: £515,261) due to a grant received from funders towards the Lira Winston Fellowship programme to fund future cohorts of this programme which is planned to run over the next few years.

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Structure, governance and management

a. Constitution

The Charity was incorporated on 9 September 2015 in England and Wales under Company Registration Number 09768676, and was registered with the Charity Commission on 26 July 2016, governed by its Memorandum and Articles of Association, under Charity Registration Number 1168444.

The Trustees in office in the year were as follows:

Sarah Anticoni (resigned 31st October 2024)
Dov Black (Chair)
David Bloom (resigned 1 March 2024)
Daniel Lichtenstein (resigned 31st October 2024)
Susan Nyman (Treasurer)
Susan Stone (resigned 31st October 2024)
Anthony Wagerman

b. Methods of appointment or election of Trustees

The power of appointing new Trustees is exercised by the Board of Trustees. When Trustees join the Board, depending on their experience they receive an introduction into the activities of PaJeS which is developed in accordance with the role that it is intended that they play on the board. In the future a training session on governance, Charity law and Trustees' responsibilities is planned for the Board.

Decision-making is guided by the Trustees' collective expertise and the Charity's governing document.

c. Organisational structure and decision-making policies

PaJeS, as an educational charity committed to enhancing the quality of Jewish education, has a well-defined hierarchy of staff together with a committee structure comprising trustees, employees and consultants as appropriate.

The Board of Trustees comprises dedicated individuals with diverse expertise, responsible for safeguarding the Charity's purpose. Trustees collectively hold the ultimate decision-making authority. The Board meets on a regular basis.

To efficiently manage the Charity's financial resources through maintaining robust accounting and management information systems PaJeS has a dedicated Finance Committee which meets regularly. This committee focuses on financial oversight and planning and resource allocation to ensure the sustainability of PaJeS' educational initiatives.

Rabbi David Meyer OBE, the Chief Executive Officer (CEO) serves as the executive leader responsible for day-to-day operations and executing the strategic vision set by the Trustees. The CEO plays a crucial role in liaising with senior leadership and ensuring that the organisation's goals are met. PaJeS' senior leadership team (SLT) comprises of the assistant director responsible for public affairs, the assistant director responsible for education and the project lead for the leadership programs. A Head of Finance and Operations was appointed and joined PaJeS in October 2023 to strengthen both these areas for PaJeS and is also a member of the SLT.

The SLT plays a crucial role in translating the strategic decisions made by the Trustees and committees into actionable plans and ensuring the successful delivery of projects. The SLT acts as a bridge between the high-level vision and the day-to-day operations of the organisation. They facilitate effective communication and coordination, making certain that educational initiatives are implemented with precision. This process involves

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Structure, governance and management (continued)

passing down decisions, guidelines, and objectives to the education team and the operations staff.

Through this collaborative approach, PaJeS ensures that its mission to enhance the quality of Jewish education is not only defined at the highest level but is also effectively translated into tangible outcomes at every operational level while maintaining financial sustainability and regulatory compliance.

d. Policies adopted for the induction and training of Trustees

On joining the Board of Trustees a trustee is given a briefing by the Chair. Training programmes are available to Trustees to attend. Additionally, guidance of key responsibilities of Trustees may be circulated.

e. Pay policy for key management personnel

Staff remuneration and pay for the SLT are reviewed by and agreed with the Trustees and align with industry standards.

None of the Trustees are paid by PaJeS other than Mrs S Stone who is remunerated for her role as lead on Head and Governor Support. She was appointed trustee on 20 June 2022 and resigned on 31st October 2024. In the year ended 31 December 2024 up to the point of her resignation she was paid £12,792 (2023 - £13,500). This role and remuneration were approved by the Board of Trustees.

f. Related party relationships

PaJeS maintains relationships with schools, educational authorities, and communal organisations. These relationships foster collaboration, strengthen community engagement and support the achievement of the Charity's objectives. Relationships with related parties and conflicts of interest are disclosed at Trustee meetings and approved as appropriate. A register is maintained of related party arrangements.

The following related party relationships apply:

- Mrs S Nyman is a trustee of London School of Jewish Studies which is the landlord for PaJeS
- Mrs S Stone is Vice-chair of Yavneh College Academy Trust and is Chair of the Yavneh College Local Governing Body
- Mrs S Stone is a trustee of the Akiva Foundation
- Rabbi David Meyer OBE is a non-executive director of Ofsted
- JETT, of which Mrs M Meyer (wife of Rabbi David Meyer) is a director, has provided consultancy services to PaJeS
- DnA Web Development Limited, of which Mr A Meyer (son of Rabbi David Meyer) is a director, has provided IT consultancy work to PaJeS
- Mr A Wagerman is a trustee of the Gerald and Gail Ronson Family Foundation.

g. Trustees' indemnities

The Trustees confirm that appropriate insurance is in place to cover Trustees' indemnities.

PARTNERSHIP FOR JEWISH SCHOOLS LIMITED
(A company limited by guarantee)

TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 DECEMBER 2024

Plans for future periods

The Trustees are optimistic about the future direction of PaJeS and remain committed to delivering high-quality services and support to Jewish schools, ensuring a vibrant and successful Jewish education sector.

PaJeS plans for the future include:

- Advocating for the interests of Jewish schools at government and educational levels especially in relation to the Children and Wellbeing Bill.
- Responding to emerging needs and challenges in the Jewish education landscape.
- Supporting independent school responses to governmental policy including transition into the state sector.
- Facilitating strategic responses to emerging issues including the provision of places across Jewish schools.
- Continuing to provide professional development opportunities and support to teachers and school leaders - New Heads will continue to come together half termly for a 'work discussion group' with a trained psycho therapist or executive coach and will receive bespoke support lead by Mrs S Stone.
- Strengthening collaborative networks and forums among schools to foster innovation and best practices.
- Enhancing leadership training programmes to support the growth and development of school leaders.
- Continuing to run termly online webinars for parents.
- Offering resources to parents focusing on transition to primary and secondary school in preparation for the new academic year.
- Offering and running sessions for parents hosted by their schools. Topics include resilience and understand behaviour as communication.
- Running termly Designated Safeguarding Leads (DSL) and Wellbeing forums focusing on relevant topics. These include neuro-affirming practice in schools, EBSA, The impact of positive male role models on boys.
- Offering an annual Mental Health First Aid Course to 16 participants across the schools which is accredited by Mental Health England.
- Six Wellbeing leads across different schools participate on group supervision, this is a course of 6 sessions across the year.
- Delivering training for staff during their INSETs covering topics such as Trauma Informed Practice and Behaviour as Communication.
- Continuing to work with seven schools, (in total 30 schools over the last three years) across the country, who are currently working towards receiving the PaJeS Wellbeing Award.
- The Wellbeing team plans to recruit six new schools to start in September 2025. All schools meet with the Wellbeing team regularly and receive support, training and educational resources as part of the award.
- The first cohort of Lira Winston Fellows (14 of them) will be in their first full year of training. This commenced with a phenomenal experience at the Prizmah Jewish Day schools conference (February 2025) in Boston followed by a day visiting Jewish Schools in Boston and learning about a parallel education system. The Fellows will continue their training with a full day training sessions in June, October and December 2025. In between they will be supported with catch up meetings, coaching and mentoring.
- Continuing to expand the three leadership tracks in 2025. The JSLP plans to increase its intake to 40 middle and senior leaders who will benefit from 2 full days of Leadership workshops (in person) as well as 5 small peer group coaching sessions spread across the year (with approx 6 people in each group and lead by a facilitator/ coach.)
- In the second half of 2025 PaJeS hopes to introduce a set of evening online training sessions for a small group of JSLP participants and Lira Winston Fellows to focus on Operational knowledge (such as Finance, Budgets, HR, premises, Ofsted and policies and regulation.)

In particular the following events are planned:

- There will be a 2 day residential Heads conference arranged for both new and established Headteachers to

PARTNERSHIP FOR JEWISH SCHOOLS LIMITED
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TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 DECEMBER 2024

Plans for future periods (continued)

attend together where heads will benefit from time spent with peers in an elegant and relaxing location as well as high quality speakers and learning experiences. PaJeS also aims to have 2 mini-1/2 days conferences throughout the year for Heads to attend.

- There will also be a JSLP leadership conference bringing networking opportunities and high quality professional development in leadership skills to our middle and senior leaders
- Online wellbeing sessions Emotionally Based School Avoidance. Exploring the parenting themes raised in the Netflix series, Adolescence and Co-Parenting. These webinars engage around 250-500 parents and are delivered by experts in the field.
- Continue to develop the JTracks Leads Project, which coordinates the efforts of JTracks Leads across seven secondary schools. The programme will continue to place particular emphasis on Israel and antisemitism education. The Leads will remain responsible for delivering bespoke projects in six key areas and may continue to apply for PaJeS mini-grants to support this work. In addition, we plan to expand the initiative to primary schools through the creation of a new PaJeS network focused on Israel Education in Primary Schools.
- A new PaJeS network will be established for both primary and secondary educators, centred on the theme of Digital Media Literacy
- Members of the CRSR team will attend the Prizmah Conference in Boston to gain valuable insights into Jewish education that will directly inform the next phase of the CRSR project. Phase 2 will focus on establishing a unified vision and shared framework, while addressing systemic challenges such as funding and infrastructure.
- The *Chidush* (school improvement) project will continue at Broughton Jewish Primary School and the Hebrew Primary School in Gibraltar, supporting curriculum innovation and educational enrichment.
- Maintain and enhance the support offered through existing professional networks for Heads of Jewish Studies, Heads of Informal Education, Heads of Ivrit, Ivrit teachers, and SENDCOs. Network benefits include one-to-one mentoring, collaborative opportunities, school visits, shared resources, and high-quality CPD. Upcoming CPD highlights include:
 - A three-part Hebrew Grammar course
 - "And You Shall Tell Your Child" – Pesach primary sources with the National Library of Israel
 - A three-part series on *Teaching Ivrit to Ivrit Speakers* (native Hebrew speakers)
 - Who Are the Druze? – part of our Understanding Israeli Society series, aligned with the A-Level Ivrit syllabus
- Key events for the year include the second *PaJeS Annual Conference for Heads of Jewish Studies*, the *Ivrit Spelling Bee*, the *PaJeS Annual Ivrit Conference*, and continued one-to-one support for new Heads of Jewish Studies.
- Complete the review and update of several key curriculum areas: *Chumash* (dedicated study and exploration of the weekly portion of Torah), *Parasha* (the in-depth study and analysis of the weekly portion of the Torah), *Tefillah* (understanding the meaning and practices of daily prayer), and the *JTracks Jewish History Curriculum*.
- The Education Team at PaJeS will also be exploring best practice in the pedagogy of *Hebrew Literacy*, with a view to developing new pilot projects.

PARTNERSHIP FOR JEWISH SCHOOLS LIMITED
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TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 DECEMBER 2024

Statement of Trustees' responsibilities

The Trustees (who are also the directors of the Charity for the purposes of company law) are responsible for preparing the Trustees' report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the Trustees to prepare financial statements for each financial . Under company law, the Trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the Charity and of its incoming resources and application of resources, including its income and expenditure, 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 of the Charities SORP (FRS 102).
- make judgments and accounting estimates that are reasonable and prudent.
- state whether applicable UK Accounting Standards (FRS 102) have been followed, subject to any material departures disclosed and explained in the financial statements.
- 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 adequate accounting records that are sufficient to show and explain the Charity's transactions and 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 Companies Act 2006. They 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.

Disclosure of information to auditors

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

- so far as that Trustee is aware, there is no relevant audit information of which the Charity's auditors are unaware, and
- that Trustee has taken all the steps that ought to have been taken as a Trustee in order to be aware of any relevant audit information and to establish that the Charity's auditors are aware of that information.

Auditors

The auditors, BKL Audit LLP, have indicated their willingness to continue in office. The designated trustees will propose a motion reappointing the auditors at a meeting of the trustees.

Approved by order of the members of the board of Trustees and signed on their behalf by:

D Black

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Dov Black
(Chair of Trustees)

Date: 05/08/2025

PARTNERSHIP FOR JEWISH SCHOOLS LIMITED
(A company limited by guarantee)

INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF PARTNERSHIP FOR JEWISH SCHOOLS LIMITED

Opinion

We have audited the financial statements of Partnership For Jewish Schools Limited (the 'charitable company') for the year ended 31 December 2024 which comprise the Statement of financial activities, the Balance sheet, the Statement of cash flows and the related notes, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 December 2024 and of its incoming resources and application of resources, including its income and expenditure for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Charities Act 2011.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditors' responsibilities for the audit of the financial statements section of our report. We are independent of the charitable company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the United Kingdom, including the Financial Reporting Council's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

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

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charitable company's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the Trustees with respect to going concern are described in the relevant sections of this report.

PARTNERSHIP FOR JEWISH SCHOOLS LIMITED
(A company limited by guarantee)

INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF PARTNERSHIP FOR JEWISH SCHOOLS LIMITED (CONTINUED)

Other information

The other information comprises the information included in the Annual report other than the financial statements and our Auditors' report thereon. The Trustees are responsible for the other information contained within the Annual report. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon. Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the course of the audit, or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Matters on which we are required to report by exception

We have nothing to report in respect of the following matters where the Charities (Accounts and Reports) Regulations 2008 requires us to report to you if, in our opinion:

- the information given in the Trustees' report is inconsistent in any material respect with the financial statements; or
- sufficient accounting records have not been kept; or
- the financial statements are not in agreement with the accounting records and returns; or
- we have not received all the information and explanations we require for our audit.

Responsibilities of trustees

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

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

PARTNERSHIP FOR JEWISH SCHOOLS LIMITED
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INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF PARTNERSHIP FOR JEWISH SCHOOLS LIMITED (CONTINUED)

Auditors' responsibilities for the audit of the financial statements

We have been appointed as auditor under section 144 of the Charities Act 2011 and report in accordance with the Act and relevant regulations made or having effect thereunder.

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

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

- Enquiring of management around actual and potential litigation and claims;
- Reviewing board meeting minutes of meetings of those charged with governance;
- Reviewing financial statement disclosures and testing to supporting documentation to assess compliance with applicable laws and regulations;
- Performing audit work over the risk of management override of controls, including testing of journal entries and other adjustments for appropriateness, evaluating the business rationale of significant transactions outside the normal course of business and reviewing accounting estimates of bias

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

As part of an audit in accordance with ISAs (UK), we exercise professional judgment and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion of the effectiveness of the charitable company's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the Trustees.
- Conclude on the appropriateness of the Trustees' use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the charitable company's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our Auditors' report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our Auditors' report.

PARTNERSHIP FOR JEWISH SCHOOLS LIMITED
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INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF PARTNERSHIP FOR JEWISH SCHOOLS LIMITED (CONTINUED)

However, future events or conditions may cause the charitable company to cease to continue as a going concern.

- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

Use of our report

This report is made solely to the charitable company's trustees, as a body, in accordance with Part 4 of the Charities (Accounts and Reports) Regulations 2008. Our audit work has been undertaken so that we might state to the charitable company's trustees those matters we are required to state to them in an Auditors' report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and its members, as a body, for our audit work, for this report, or for the opinions we have formed.

BKL Audit LLP

BKL Audit LLP
35 Ballards Lane
London
N3 1XW

Date: 05/08/2025

BKL Audit LLP are eligible to act as auditors in terms of section 1212 of the Companies Act 2006.

PARTNERSHIP FOR JEWISH SCHOOLS LIMITED
(A company limited by guarantee)

**STATEMENT OF FINANCIAL ACTIVITIES (INCORPORATING INCOME AND EXPENDITURE ACCOUNT)
FOR THE YEAR ENDED 31 DECEMBER 2024**

	Note	Restricted funds 2024 £	Unrestricted funds 2024 £	Total funds 2024 £	Total funds 2023 £
Income from:					
Donations and legacies	3	780,018	696,019	1,476,037	1,147,043
Charitable activities	4	480	143,798	144,278	107,741
Other trading activities	5	-	125	125	108,352
Investments	6	1,857	190	2,047	881
Total income		782,355	840,132	1,622,487	1,364,017
Expenditure on:					
Raising funds	7	-	-	-	9,126
Charitable activities	9	369,305	910,256	1,279,561	1,071,071
Total expenditure		369,305	910,256	1,279,561	1,080,197
Net income/(expenditure)		413,050	(70,124)	342,926	283,820
Transfers between funds	17	(25,000)	25,000	-	-
Net movement in funds		388,050	(45,124)	342,926	283,820
Reconciliation of funds:					
Total funds brought forward		262,938	123,593	386,531	102,711
Net movement in funds		388,050	(45,124)	342,926	283,820
Total funds carried forward		650,988	78,469	729,457	386,531

The Statement of Financial Activities includes all gains and losses recognised in the year.

The notes on pages 25 to 45 form part of these financial statements.

PARTNERSHIP FOR JEWISH SCHOOLS LIMITED
(A company limited by guarantee)
REGISTERED NUMBER: 09768676

BALANCE SHEET
AS AT 31 DECEMBER 2024

	Note	2024 £	2023 £
Fixed assets			
Tangible assets	14	2,460	1,563
		<u>2,460</u>	<u>1,563</u>
Current assets			
Debtors	15	122,411	65,196
Cash at bank and in hand		800,474	515,065
		<u>922,885</u>	<u>580,261</u>
Creditors: amounts falling due within one year	16	(195,888)	(195,293)
Net current assets		<u>726,997</u>	<u>384,968</u>
Total assets less current liabilities		<u>729,457</u>	<u>386,531</u>
Total net assets		<u><u>729,457</u></u>	<u><u>386,531</u></u>
Charity funds			
Restricted funds	17	650,988	262,938
Unrestricted funds	17	78,469	123,593
Total funds		<u><u>729,457</u></u>	<u><u>386,531</u></u>

The entity was entitled to exemption from audit under section 477 of the Companies Act 2006.

The members have not required the entity to obtain an audit for the year in question in accordance with section 476 of the Companies Act 2006.

However, an audit is required in accordance with section 144 of the Charities Act 2011.

The Trustees acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and preparation of financial statements.

The financial statements have been prepared in accordance with the provisions applicable to entities subject to the small companies regime.

The financial statements were approved and authorised for issue by the Trustees and signed on their behalf by:

PARTNERSHIP FOR JEWISH SCHOOLS LIMITED
(A company limited by guarantee)
REGISTERED NUMBER: 09768676

BALANCE SHEET (CONTINUED)
AS AT 31 DECEMBER 2024

D Black

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Dov Black

(Chair of Trustees)

Date: 05/08/2025

The notes on pages 25 to 45 form part of these financial statements.

PARTNERSHIP FOR JEWISH SCHOOLS LIMITED
(A company limited by guarantee)

STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 31 DECEMBER 2024

	2024 £	2023 £
Cash flows from operating activities		
Net cash used in operating activities	286,697	328,742
Cash flows from investing activities		
Dividends, interests and rents from investments	2,047	881
Purchase of tangible fixed assets	(3,335)	-
Net cash (used in)/provided by investing activities	(1,288)	881
Cash flows from financing activities		
Change in cash and cash equivalents in the year	285,409	329,623
Cash and cash equivalents at the beginning of the year	515,065	185,442
Cash and cash equivalents at the end of the year	800,474	515,065

The notes on pages 25 to 45 form part of these financial statements

PARTNERSHIP FOR JEWISH SCHOOLS LIMITED
(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2024

1. General information

The Partnership for Jewish Schools is an incorporated charity that was incorporated on 9th September 2015. This was registered on the charity commission on 26th July 2016.

2. Accounting policies

2.1 Basis of preparation of financial statements

The financial statements have been prepared in accordance with the Charities SORP (FRS 102) - 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 2019), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

Partnership For Jewish Schools Limited 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.

2.2 Going concern

At the time of approving the accounts, the Trustees have a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. Thus the trustees continue to adopt the going concern basis of accounting in preparing the accounts.

2.3 Income

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

Grants are included in the Statement of financial activities on a receivable basis. The balance of income received for specific purposes but not expended during the period is shown in the relevant funds on the Balance sheet. Where income is received in advance of entitlement of receipt, its recognition is deferred and included in creditors as deferred income. Where entitlement occurs before income is received, the income is accrued.

Income tax recoverable in relation to investment income is recognised at the time the investment income is receivable.

2.4 Expenditure

Expenditure is recognised once there is a legal or constructive obligation to transfer economic benefit to a third party, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is classified by activity. The costs of each activity are made up of the total of direct costs and shared costs, including support costs involved in undertaking each activity. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs which contribute to more than one activity and support costs which are not attributable to a single activity are apportioned between those activities on a basis consistent with the use of resources. Central staff costs are allocated on the basis of time spent, and depreciation charges allocated on the portion of the asset's use.

PARTNERSHIP FOR JEWISH SCHOOLS LIMITED
(A company limited by guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2024**

2. Accounting policies (continued)

2.4 Expenditure (continued)

Expenditure on raising funds includes all expenditure incurred by the Charity to raise funds for its charitable purposes and includes costs of all fundraising activities events and non-charitable trading.

Expenditure on charitable activities is incurred on directly undertaking the activities which further the Charity's objectives, as well as any associated support costs.

Grants payable are charged in the year when the offer is made except in those cases where the offer is conditional, such grants being recognised as expenditure when the conditions attaching are fulfilled. Grants offered subject to conditions which have not been met at the year end are noted as a commitment, but not accrued as expenditure.

All expenditure is inclusive of irrecoverable VAT.

2.5 Interest receivable

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the Charity; this is normally upon notification of the interest paid or payable by the institution with whom the funds are deposited.

2.6 Tangible fixed assets and depreciation

Tangible fixed assets costing £250 or more are capitalised and recognised when future economic benefits are probable and the cost or value of the asset can be measured reliably.

Tangible fixed assets are initially recognised at cost. After recognition, under the cost model, tangible fixed assets are measured at cost less accumulated depreciation and any accumulated impairment losses. All costs incurred to bring a tangible fixed asset into its intended working condition should be included in the measurement of cost.

Depreciation is charged so as to allocate the cost of tangible fixed assets less their residual value over their estimated useful lives, using the straight-line method.

Depreciation is provided on the following basis:

Office equipment	-	33% Straight line
Computer equipment	-	33% Straight line

2.7 Debtors

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

2.8 Cash at bank and in hand

Cash at bank and in hand includes cash and short-term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

PARTNERSHIP FOR JEWISH SCHOOLS LIMITED
(A company limited by guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2024**

2. Accounting policies (continued)

2.9 Liabilities and provisions

Liabilities are recognised when there is an obligation at the Balance sheet date as a result of a past event, it is probable that a transfer of economic benefit will be required in settlement, and the amount of the settlement can be estimated reliably.

Liabilities are recognised at the amount that the Charity anticipates it will pay to settle the debt or the amount it has received as advanced payments for the goods or services it must provide.

Provisions are measured at the best estimate of the amounts required to settle the obligation. Where the effect of the time value of money is material, the provision is based on the present value of those amounts, discounted at the pre-tax discount rate that reflects the risks specific to the liability. The unwinding of the discount is recognised in the Statement of financial activities as a finance cost.

2.10 Financial instruments

The Charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of bank loans which are subsequently measured at amortised cost using the effective interest method.

2.11 Fund accounting

General funds are unrestricted funds which are available for use at the discretion of the Trustees in furtherance of the general objectives of the Charity and which have not been designated for other purposes.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors or which have been raised by the Charity for particular purposes. The costs of raising and administering such funds are charged against the specific fund. The aim and use of each restricted fund is set out in the notes to the financial statements.

Investment income, gains and losses are allocated to the appropriate fund.

3. Income from donations and legacies

	Restricted funds 2024 £	Unrestricted funds 2024 £	Total funds 2024 £
Donations	130,437	476,318	606,755
Grants	649,581	218,394	867,975
Other Income	-	1,307	1,307
Total 2024	780,018	696,019	1,476,037

PARTNERSHIP FOR JEWISH SCHOOLS LIMITED
(A company limited by guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2024**

3. Income from donations and legacies (continued)

	<i>Restricted funds 2023 £</i>	<i>Unrestricted funds 2023 £</i>	<i>Total funds 2023 £</i>
Donations	179,785	534,256	714,041
Grants	408,002	25,000	433,002
<i>Total 2023</i>	<u>587,787</u>	<u>559,256</u>	<u>1,147,043</u>

4. Income from charitable activities

	Restricted funds 2024 £	Unrestricted funds 2024 £	Total funds 2024 £
Supporting Jewish Schools	<u>480</u>	<u>143,798</u>	<u>144,278</u>

	<i>Unrestricted funds 2023 £</i>	<i>Total funds 2023 £</i>
Supporting Jewish Schools	<u>107,741</u>	<u>107,741</u>

5. Income from other trading activities

Income from fundraising events

	Unrestricted funds 2024 £	Total funds 2024 £
Appeals	125	125
Lira Winston Fellowship	-	-
	<u>125</u>	<u>125</u>

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**NOTES TO THE FINANCIAL STATEMENTS
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5. Income from other trading activities (continued)

Income from fundraising events (continued)

	<i>Unrestricted funds 2023 £</i>	<i>Total funds 2023 £</i>
Lira Winston Fellowship	108,352	108,352
	<u>108,352</u>	<u>108,352</u>

6. Investment income

	Restricted funds 2024 £	Unrestricted funds 2024 £	Total funds 2024 £
Bank Interest	1,857	190	2,047
	<u>1,857</u>	<u>190</u>	<u>2,047</u>

	<i>Unrestricted funds 2023 £</i>	<i>Total funds 2023 £</i>
Bank Interest	881	881
	<u>881</u>	<u>881</u>

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7. Expenditure on raising funds

Costs of raising voluntary income

	2024	
Running fundraising events and campaigns		-
		<hr/>
	<i>Unrestricted funds 2023 £</i>	<i>Total funds 2023 £</i>
Running fundraising events and campaigns	9,126	9,126
	<hr/>	<hr/>

8. Analysis of grants

	Grants to Institutions 2024 £	Total funds 2024 £
Supporting Jewish Schools	33,766	33,766
	<hr/>	<hr/>
Total 2024	33,766	33,766
	<hr/>	<hr/>

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**NOTES TO THE FINANCIAL STATEMENTS
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8. Analysis of grants (continued)

	<i>Grants to Institutions 2023 £</i>	<i>Total funds 2023 £</i>
Grants	40,439	40,439

The Charity has made the following material grants to institutions during the year:

	2024 £	2023 £
Name of institution		
Hasmonean Charitable Trust	500	5,450
Etz Chaim Jewish Primary School	-	3,000
Alma Primary School	-	2,500
Bury and Whitefield Jewish Primary School	-	2,500
Hasmonean Primary School	-	2,500
North Cheshire Jewish Primary Schol	-	2,500
North West London Jewish Day School	-	2,500
Sinai Jewish Primary School	-	2,500
Sacks Morasha Jewish Primary School	-	1,000
Simon Marks Jewish Primary School	-	1,000
Wohl Ilford Jewish Primary School	-	1,000
Hasmonean High School	13,748	-
King David High School Manchester	6,941	-
JFS	8,248	-
JCoSS	6,874	-
Yavneh College	6,874	-
Immanuel College	4,581	-
	47,766	26,450
Other grants to institutions	(14,000)	13,989
	33,766	40,439

£14,000 of grants payable were accounted for in 2023 for Displaced Israeli Children, reported as grants in 2023, and were subsequently not taken up by the charities concerned.

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**NOTES TO THE FINANCIAL STATEMENTS
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9. Analysis of expenditure on charitable activities

Summary by fund type

	Restricted funds 2024 £	Unrestricted funds 2024 £	Total 2024 £
Supporting Jewish Schools	369,305	910,256	1,279,561

	<i>Restricted funds 2023 £</i>	<i>Unrestricted funds 2023 £</i>	<i>Total 2023 £</i>
Supporting Jewish Schools	402,167	668,904	1,071,071

10. Analysis of expenditure by activities

	Activities undertaken directly 2024 £	Grant funding of activities 2024 £	Support costs 2024 £	Total funds 2024 £
Supporting Jewish Schools	876,792	33,766	369,003	1,279,561

	<i>Activities undertaken directly 2023 £</i>	<i>Grant funding of activities 2023 £</i>	<i>Support costs 2023 £</i>	<i>Total funds 2023 £</i>
Supporting Jewish Schools	719,035	40,439	311,597	1,071,071

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**NOTES TO THE FINANCIAL STATEMENTS
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10. Analysis of expenditure by activities (continued)

Analysis of direct costs

	Supporting Jewish Schools 2024 £	Total funds 2024 £
Staff costs	401,273	401,273
Travel	13,125	13,125
CPD	2,340	2,340
Educational Services	55,509	55,509
Food	21,623	21,623
Printing	180	180
Other direct costs	1,731	1,731
Database	1,777	1,777
Conferences	19,438	19,438
Consultancy	357,355	357,355
Materials	2,441	2,441
	<hr/> 876,792	<hr/> 876,792 <hr/>

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**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2024**

10. Analysis of expenditure by activities (continued)

Analysis of direct costs (continued)

	<i>Supporting Jewish Schools 2023 £</i>	<i>Total funds 2023 £</i>
Staff costs	351,124	351,124
Travel	3,641	3,641
Software licenses	983	983
Rent	15,391	15,391
International Development	2,659	2,659
Marketing	9,082	9,082
Consultancy	226,982	226,982
Educational services	68,509	68,509
Food	6,528	6,528
IT/Website	21,898	21,898
Printing	2,090	2,090
Course fees	913	913
Database	2,215	2,215
Free school meals	7,020	7,020
	<u>719,035</u>	<u>719,035</u>

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10. Analysis of expenditure by activities (continued)

Analysis of support costs

	Supporting Jewish Schools 2024 £	Total funds 2024 £
Staff costs	231,613	231,613
Depreciation	2,438	2,438
Miscellaneous Staff Expenses	4,199	4,199
Consultancy fee	30,306	30,306
Web Development	18,752	18,752
Travel	3,831	3,831
Venue Hire	1,100	1,100
Telephone - Mobiles	682	682
Sundry Expenses	4,314	4,314
Subscriptions and equipment rental costs	24,531	24,531
Bad debt	3,685	3,685
Facilitator	5,588	5,588
Recruitment	931	931
IT software and consumables	17,065	17,065
Insurance	4,145	4,145
Business Entertainment	398	398
Governance costs	15,425	15,425
	<u>369,003</u>	<u>369,003</u>

Governance costs are comprised of £15,000 of audit and accountancy fees and £425 of Financial Services costs.

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**NOTES TO THE FINANCIAL STATEMENTS
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10. Analysis of expenditure by activities (continued)

Analysis of support costs (continued)

	<i>Supporting Jewish Schools 2023 £</i>	<i>Total funds 2023 £</i>
Staff costs	195,743	195,743
Depreciation	1,547	1,547
Miscellaneous Staff Expenses	5,093	5,093
Consultancy fee	5,902	5,902
Web Development	23,332	23,332
Computer expenses	20,000	20,000
Travel	2,398	2,398
Telephone - mobiles	558	558
Sundry expenses	1,280	1,280
Subscriptions and equipment rental costs	20,235	20,235
IT software and consumables	15,195	15,195
Insurance	3,469	3,469
Business Entertainment	693	693
Governance costs	16,152	16,152
	<u>311,597</u>	<u>311,597</u>

Governance costs in the prior year were comprised of £13,440 of auditors fees including VAT and £2,712 of Financial Services costs.

11. Auditors' remuneration

	2024 £	2023 £
Fees payable to the Charity's auditor for the preparation and audit of the Charity's annual accounts excluding VAT	<u>12,500</u>	<u>8,200</u>

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12. Staff costs

	2024	2023
	£	£
Wages and salaries	522,205	455,779
Social security costs	54,047	44,006
Contribution to defined contribution pension schemes	56,634	47,082
	632,886	546,867

The average number of persons employed by the Charity during the year was as follows:

	2024	2023
	No.	No.
Employees	10	9

The number of employees whose employee benefits (excluding employer pension costs) exceeded £60,000 was:

	2024	2023
	No.	No.
In the band £170,001, - £180,000	1	1

Key Management personnel consist of the CEO. The total employee remuneration and benefits of the Key Management personnel of the Charity was £226,891 (2023: £211,323)

13. Trustees' remuneration and expenses

During the year, no Trustees received any remuneration or other benefits (2023 - £NIL) with the exception of Mrs S Stone who was paid £12,972 (2023: £13,500) for consultancy services provided to Partnership for Jewish Schools Limited.

During the year ended 31 December 2024, no Trustee expenses have been incurred (2023 - £NIL)

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14. Tangible fixed assets

	Office equipment £	Computer equipment £	Total £
Cost or valuation			
At 1 January 2024	499	4,142	4,641
Additions	-	3,335	3,335
At 31 December 2024	<u>499</u>	<u>7,477</u>	<u>7,976</u>
Depreciation			
At 1 January 2024	332	2,746	3,078
Charge for the year	167	2,271	2,438
At 31 December 2024	<u>499</u>	<u>5,017</u>	<u>5,516</u>
Net book value			
At 31 December 2024	<u>-</u>	<u>2,460</u>	<u>2,460</u>
At 31 December 2023	<u>167</u>	<u>1,396</u>	<u>1,563</u>

15. Debtors

	2024 £	2023 £
Due within one year		
Trade debtors	20,028	52,948
Prepayments and accrued income	102,383	12,248
	<u>122,411</u>	<u>65,196</u>

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16. Creditors: Amounts falling due within one year

	2024	2023
	£	£
Trade creditors	87,054	42,787
Other taxation and social security	15,769	25,943
Pension fund loan payable	13,237	-
Accruals and deferred income	79,828	91,563
Grants accrued - institutional	-	35,000
	<hr/> 195,888 <hr/>	<hr/> 195,293 <hr/>
	2024	2023
	£	£
Deferred income		
Deferred income at 1 January 2024	78,181	60,000
Resources deferred during the year	64,828	78,181
Amounts released from previous periods	(78,181)	(60,000)
	<hr/> 64,828 <hr/>	<hr/> 78,181 <hr/>

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**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2024**

17. Statement of funds

Statement of funds - current year

	Balance at 1 January 2024 £	Income £	Expenditure £	Transfers in/out £	Balance at 31 December 2024 £
Unrestricted funds					
General Funds - all funds	123,593	840,132	(910,256)	25,000	78,469
Restricted funds					
PaJeS Wellbeing	158,261	130,480	(131,422)	-	157,319
Free School Meals	4,540	-	(4,540)	-	-
Blended Learning Leadership	421	-	-	-	421
Leadership Programmes	76,083	53,351	(83,510)	-	45,924
TalentEd	22,663	44,959	(67,622)	-	-
Jtracks/I-gnite	(11,030)	139,476	(95,211)	-	33,235
Displaced Israeli Children	12,000	-	13,000	(25,000)	-
Lira Winston Fellowship	-	414,089	-	-	414,089
	262,938	782,355	(369,305)	(25,000)	650,988
Total of funds	386,531	1,622,487	(1,279,561)	-	729,457

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**NOTES TO THE FINANCIAL STATEMENTS
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17. Statement of funds (continued)

Restricted funds comprise:

PaJeS Wellbeing

Implementing a framework to support the well-being of students and staff at Jewish schools.

Free School Meals

Providing vouchers for needy families to assist with the cost of food during holiday periods.

Blended Learning Leadership

Training in the delivery of a hybrid online and in-class learning, especially during the covid pandemic.

TalentEd

Recruitment and support of Jewish studies and Ivrit teachers.

Jtracks/I-gnite

Providing education on Israel and anti-semitism.

Leadership Programmes

Jewish Schools' Leadership Programme for middle leaders. Mentoring and coaching for new Headteachers.

Displaced Israeli Children

Assisting schools with placing Israeli children, displaced due to the 7 October terror attacks, in Jewish schools.

Lira Winston Fellowship

A two year programme for senior Jewish school leaders who aspire to become Headteachers or whole school leaders.

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**NOTES TO THE FINANCIAL STATEMENTS
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17. Statement of funds (continued)

Statement of funds - prior year

	<i>Balance at 1 January 2023 £</i>	<i>Income £</i>	<i>Expenditure £</i>	<i>Transfers in/out £</i>	<i>Balance at 31 December 2023 £</i>
Unrestricted funds					
General Funds - all funds	25,393	776,230	(678,030)	-	123,593
Restricted funds					
PaJeS Wellbeing	58,449	234,774	(134,962)	-	158,261
Free School Meals	11,560	-	(7,020)	-	4,540
Blended Learning Leadership	421	-	-	-	421
Leadership Programmes	-	143,502	(67,419)	-	76,083
TalentEd	5,633	55,429	(38,399)	-	22,663
Jtracks/I-gnite	1,255	52,082	(64,367)	-	(11,030)
Displaced Israeli Children	-	62,000	(50,000)	-	12,000
Lira Winston Fellowship	-	40,000	(40,000)	-	-
	77,318	587,787	(402,167)	-	262,938
Total of funds	102,711	1,364,017	(1,080,197)	-	386,531

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**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2024**

18. Summary of funds

Summary of funds - current year

	Balance at 1 January 2024 £	Income £	Expenditure £	Transfers in/out £	Balance at 31 December 2024 £
General funds	123,593	840,132	(910,256)	25,000	78,469
Restricted funds	262,938	782,355	(369,305)	(25,000)	650,988
	<u>386,531</u>	<u>1,622,487</u>	<u>(1,279,561)</u>	<u>-</u>	<u>729,457</u>

Summary of funds - prior year

	Balance at 1 January 2023 £	Income £	Expenditure £	Balance at 31 December 2023 £
General funds	25,393	776,230	(678,030)	123,593
Restricted funds	77,318	587,787	(402,167)	262,938
	<u>102,711</u>	<u>1,364,017</u>	<u>(1,080,197)</u>	<u>386,531</u>

19. Analysis of net assets between funds

Analysis of net assets between funds - current period

	Restricted funds 2024 £	Unrestricted funds 2024 £	Total funds 2024 £
Tangible fixed assets	-	2,460	2,460
Current assets	650,988	271,897	922,885
Creditors due within one year	-	(195,888)	(195,888)
Total	<u>650,988</u>	<u>78,469</u>	<u>729,457</u>

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19. Analysis of net assets between funds (continued)

Analysis of net assets between funds - prior period

	<i>Restricted funds 2023 £</i>	<i>Unrestricted funds 2023 £</i>	<i>Total funds 2023 £</i>
Tangible fixed assets	-	1,563	1,563
Current assets	262,938	317,323	580,261
Creditors due within one year	-	(195,293)	(195,293)
Total	<u>262,938</u>	<u>123,593</u>	<u>386,531</u>

20. Reconciliation of net movement in funds to net cash flow from operating activities

	2024 £	2023 £
Net income for the period (as per Statement of Financial Activities)	<u>342,926</u>	<u>283,820</u>
Adjustments for:		
Depreciation charges	2,438	1,547
Dividends, interests and rents from investments	(2,047)	(881)
Increase in debtors	(57,215)	(42,546)
Increase in creditors	595	86,802
Net cash provided by operating activities	<u>286,697</u>	<u>328,742</u>

21. Analysis of cash and cash equivalents

	2024 £	2023 £
Cash in hand	<u>800,474</u>	<u>515,065</u>
Total cash and cash equivalents	<u>800,474</u>	<u>515,065</u>

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22. Analysis of changes in net debt

	At 1 January 2024 £	Cash flows £	At 31 December 2024 £
Cash at bank and in hand	515,065	285,409	800,474
Debt due within 1 year	-	(13,237)	(13,237)
	<u>515,065</u>	<u>272,172</u>	<u>787,237</u>

23. Related party transactions

Mrs M Meyer, wife of the CEO Rabbi D Meyer, received £2,600 (2023: £14,563) through the company JETT of which she is a director in the year ended 31 December 2024.

Mrs S Nyman is a trustee of PaJeS as well as of The London School of Jewish Studies. PaJeS paid the London School of Jewish Studies £19,912 (2023: £19,600) in the year ended 31 December 2024 in respect of desk/facility rental charges.

Mrs S Stone is a trustee of PaJeS as well as a trustee of the Yavneh College Academy Trust and is also a Governor of Yavneh College Local Governing Body. PaJeS received £1,630 (2023: £1,550) in subscription income from Yavneh College Academy Trust in the year ended 31 December 2024. PaJeS made payments to Yavneh College Academy Trust of £3,637 (2023: £4,607) for the provision of Free School Meals and providing education on Israel and anti-semitism. Mrs S Nyman was also a Trustee of Yavneh Foundation Trust until resigning on 31st May 2024.

Mr A Wagerman is a trustee of PaJes and The Gerald & Gail Ronson Family Foundation. PaJes received grants of £Nil (2023: £50,000) from The Gerald & Gail Ronson Family Foundation in the year ended 31 December 2024.