

FORMATIO

England & Wales · Charity number 1182947

Details

Status Registered

Legal form CIO

Registered 2019-04-11

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

Contact

Address Catholic Education Service
39 Eccleston Square
London
SW1V 1BX

Phone 02079011900

Email general@catholiceducation.org.uk

Website formatio.org.uk

Activities

Objects: TO ADVANCE THE CATHOLIC RELIGION FOR THE PUBLIC BENEFIT BY SUPPORTING CATHOLIC EDUCATION AND, IN PARTICULAR, PROMOTING THE FORMATION OF TEACHERS, LEADERS AND GOVERNORS IN CATHOLIC EDUCATION.

Activities: The primary objective of Formatio is to advance the Catholic Religion for the public benefit by supporting Catholic Education and, in particular, promoting the formation of teachers, leaders and governors in Catholic Education. Formatio aims to bring together key stakeholders and membership of the national Steering Group reflects this.

Classification

- **How:** Provides Services, Provides Advocacy/advice/information, Acts As An Umbrella Or Resource Body
- **What:** Education/training, Religious Activities
- **Who:** Children/young People, Other Charities Or Voluntary Bodies

Geography

- Throughout England And Wales

Finances

Period end	Income	Expenditure	Assets	Employees
2024-08-31	£85,897	£45,897	-	-
2023-08-31	£250	£11,235	-	-
2022-08-31	£10,250	£46,658	-	-
2021-08-31	£0	£96,807	-	-
2020-08-31	£250,000	£85,898	-	-

Trustees

Name	Role	Appointed
CATHERINE ANNE BRYAN	Chair	2018-04-11
Angela Keller		2023-12-01
Daniel Copley		2025-06-20
Dr Duncan Martin		2021-09-01
Dr Jane Chambers		2022-09-01
Flavio Vettese		2024-03-01
Jane Bradley		2024-11-20
Joan Mary McCarthy		2024-05-01
MARGARET SUE CRONIN		2018-04-11
PROFESSOR ARTHUR NAYLOR		2018-04-11
Patrick Murden		2022-12-01
Paul Barber		2018-04-11
Peter Giorgio		2021-11-11
Peter Sweeney		2022-09-01
Rev Alan Stephen Williams sm		2018-04-11
Sarah Harcombe-Barreto		2024-06-01
Sister Patricia Goodstadt		2023-04-01
Stephen Bell		2022-12-01

FORMATIO

England & Wales - Charity number 1182947

Accounts

Charity number: 1182947

FORMATIO

CHARITY TRUSTEES' REPORT AND FINANCIAL STATEMENTS

FOR THE PERIOD ENDED 31 AUGUST 2024

CHARITY REGISTRATION NUMBER 1182947

CONTENTS

Charity Trustees' Report	3
Independent Examiner's Report	9
Statement of Financial Activities.....	10
Balance Sheet.....	12
Notes to the Financial Statements.....	14

FORMATIO

Formatio Charity Trustees' Report period ended 31 August 2024

Reference and Administrative Details

Charity Trustees

Bishop Alan Stephen Williams

Paul Edward Stephen Barber

Catherine Anne Bryan

Dr Arthur Naylor

Dr Maureen Glackin

Sr Patricia M Goodstadt IBVM (from April 2023)

North West

Margaret Sue Cronin

Damian Cunningham (resigned February 2024)

Joan McCarthy (from March 2024)

Helen O'Neill (from December 2022)

North East

Peter Giorgio

Dr Duncan Martin (resigned May 2024)

Dr Ann Marie Mealey (from June 2024)

Michael Peter Shorten (resigned August 2024)

South West

Stephen Bell (from December 2022)

Anne Robertson (resigned October 2023)

Tricia Sterling (from September 2022; resigned June 2024)

South East

Dr Jane Chambers (from September 2022)

Peter Sweeney (from September 2022)

Brian Conway (from December 2022 – resigned August 2023)

Flavio Vetesse (from November 2023)

Co opted (from December 2022)

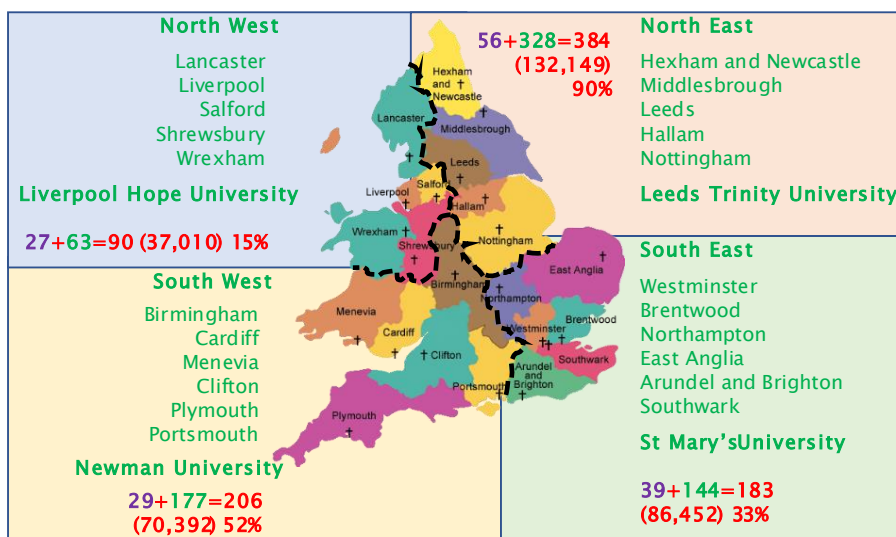
Angela Keller

Patrick Murden

Achievement and Performance



FORMATIO



Formatio Regional Hubs

The map shows the four regional hubs with the number of secondary and primary schools in CMATs and the total as a percentage of the number of schools in each hub. The figure in brackets is the total number of students in Catholic Multi Academy Trusts (CMATs) in each region (October 2023).

As the above map illustrates, the rate of academisation in dioceses is different across the four regional hubs; the criteria for associate membership in each region, shown below, reflects this.

North West (NW) Regional Hub Membership

- ✓ All dioceses (Lancaster, Liverpool, Salford, Shrewsbury, Wrexham)
- ✓ Liverpool Hope University
- ✓ All academy trusts with over 2500 pupils
- ✓ Plus academy trusts with the largest number of pupils in dioceses with no such academy trusts
- ✓ Plus the school in Wrexham with the largest number of pupils which is rated Excellent by Estyn (

Currently = 7 + Welsh school)

In October 2023, the NW hosted a day conference organised in partnership with three agencies of the Bishops' Conference: the Catholic Education Service (CES), CAFOD, Caritas Social Action Network (CSAN). Since fewer Catholic schools in dioceses in the NW are academised, the focus was on Building a Catholic Multi Academy Trust (CMAT) with specific reference to

- understanding how the role of governor and director can support the Catholic life and mission of a CMAT
- understanding why Catholic Social Teaching is central to the life and mission of a CMAT
- identifying ways in which CES, CAFOD and CSAN can support in being 'inspirational witnesses to the Gospel in a CMAT

Over seventy senior school leaders, Chief Executive Officers (CEOs), trust board directors and school governors together with Diocesan School Commissioners (DSCs) attended and were very positive about the opportunity to hear about the national picture and dialogue with colleagues in other schools in their own diocese and other dioceses in the North West.

North East (NE) Regional Hub Membership

- ✓ All dioceses (Hallam, Hexham & Newcastle, Leeds, Middlesbrough, Nottingham)
- ✓ Leeds Trinity University
- ✓ All academy trusts with 35 or more schools
- ✓ Plus academy trusts with the largest number of pupils in dioceses with no such academy trusts
- ✓ Plus academy trusts with Teaching School Hubs not otherwise eligible

(Currently = 6 [or 8])

Since March 2024, a meeting of the NE DSC and CEO network takes place termly and is open to all CEOs within the North East Hub along with a representative from the NE partner Higher Education Institution, Dr Ann Marie Mealey, Director of Catholic Mission, Leeds Trinity University. At the inaugural conference in March 2024, the following statement was agreed: The North East Catholic Dioceses' DSC and CEO Network exists to:

- provide spiritual nourishment for DSCs and CEOs and to seek ways in which this can be developed further
- provide a network of mutual support and encouragement to DSCs and CEOs where issues and concerns can be shared freely in a confidential environment
- actively engage with groups such as the DfE, CES, *Formatio*, NBRIA and CATtColl, so that the collective voice of DSCs and CEOs from the NE Hub is heard in all areas relating to Catholic education
- foster a sense of collaborative working and sharing of good practice in a range of areas
- ensure that new CEOs receive appropriate support and induction, such as mentoring where this is requested

South East (SE) Regional Hub Membership

- ✓ All dioceses (Arundel & Brighton, Brentwood, East Anglia, Northampton, Southwark, Westminster)
- ✓ St Mary's University
- ✓ All academy trusts with over 3500 pupils

(Currently = 9)

In April 2024, St Mary's University hosted a day for SE CMATs and VI Form Colleges, along with dioceses, to learn about the opportunities available to both teaching and support staff, leadership teams, trust board directors, governors and chaplains, for continued professional development, research informed practice and academic qualifications.

During the summer term, St Mary's University undertook two research projects, the first to consider the impact on head teachers of leading schools in a CMAT and the second, looking at the distinctive nature of the role of the CEO in a CMAT. The findings of this research will be available during the next academic year.

South West (SW) Regional Hub Membership

- ✓ All dioceses (Birmingham, Cardiff, Clifton, Menevia, Plymouth, Portsmouth)
- ✓ Birmingham Newman University
- ✓ All academy trusts with 15 or more schools

- ✓ plus academy trusts with the largest number of schools (where this includes primary and secondary schools) in dioceses with no such academy trusts
- ✓ plus the school in Cardiff or Menevia with the largest number of pupils which is rated Excellent by Estyn
- ✓ plus academy trusts with teaching school hubs not otherwise eligible

(Currently = 6 [or 7])

The Hub Development Officer in the SW produced resources to support ITT recruitment in Catholic schools, both to ensure exceptional Catholic education for students and to ‘Grow your Own’ future Catholic leaders. The Teaching Internship Programme and *Be the Difference* video launched by SW hub in Spring 2024, capture the experience of students and staff in three Catholic schools from across the South West. The target audience ranges from sixth form students, undergraduates, current teachers in non-Catholic schools or currently not teaching, and parishioners interested in a teaching career.

Formatio National Projects

Ongoing Formation and Professional Development for CEOs and trust board directors

The 3rd Catholic CEO national conference was held at Stanbrook Abbey Hotel in November 2023. There were almost 70 delegates representing over 40 CMATs, staff from 11 diocesan education teams, as well as keynote speakers, representatives from Leeds Trinity University and the Department for Education Faith Team, along CES staff and Bishop Marcus Stock, Chair, CES Management Committee and the Department of Catholic Education and Formation, Catholic Bishops Conference of England and Wales (CBCEW). Feedback again was overwhelmingly positive, and this has become an important annual event, significant for its formation and networking opportunities.

The CES, through the *Formatio* national strategy for leadership and governance, continued to work in partnership with Caritas Social Action Network (CSAN) and CAFOD, to provide ongoing formation for CMAT leaders and trust board directors. All diocese across England now have a strategy for academisation of their schools.

During the Spring term 2024, Induction training offered by the CES to new diocesan officers was extended to include CEOs and chairs of trust boards which was well received.

Catholic Academy Trust Training Collaboration (CATtColl)

Since the 3rd CEO/CSEL conference in November 2023, CATtCOLL membership includes 37 CMATs across 18 of the 19 English dioceses. Representing nearly 50% of CMATs, this includes approximately 200,000 students, 20,000 staff and a combined turnover in excess of £1bn. CATtCOLL is well placed to develop a CEO network that works with dioceses, Catholic universities and other key stakeholders to energise the delivery of the *Formatio* strategy regionally and work with the CES to identify national opportunities to *form, nourish and sustain* Catholic leaders of education. The structure of CATtCOLL will reflect the four regional hubs, provide a formal interface with the Church of England Foundation for Educational Leadership (CEFEL) as the delivery arm of this partnership, and provide leadership and partnership across the CMATs in relation to National Professional Qualifications, Initial Teacher Training and CMAT best practice.

The CES was invited to be part of the CATtCOLL steering group, which meets termly.

CMAT Initial Teacher Training (ITT) Direct

Pilots were undertaken in the North West, with Liverpool Hope University and Emmaus CMAT (Salford), and in the SE, with the Diocese of Westminster Academy Trust (DOWAT) and St Mary’s University. In the North East, Bishop Hogarth CMAT (Hexham & Newcastle), also partnered with

St Mary's University to pilot ITT Direct across the 5 secondary and 30 primary schools in the CMAT

CMAT Best Practice Network

The first immersion day was hosted by DOWAT with nine other CMATs in attendance and a focus on developing the central teams. The second was hosted by Our Lady of Lourdes Trust, Nottingham in February 2024. Over twenty CMATs attended, along with representatives from Catholic universities, dioceses and other sector colleagues. The focus was the CMAT at scale and featured workshops and sessions including: Mission in Action; Mission into Trust Strategy; Partnership Working; the DSC role in CMATs.

National Professional Qualifications (NPQs)

All DfE national targets were met for the initial licence period when all NPQs were fully funded. From September 2024, NPQ(SEND) will become a mandatory qualification for special educational needs co-ordinators in all schools and DfE confirmed that the CEFEL/CES licence will be extended to include this.

Collaboration with Church of England Foundation for Educational Leadership (CEFEL)

Following the diversification of the NPQ delivery model offering more options, there was a significant increase in commitment from CMATs which means that the Catholic participation balance is far better now and that the CMATs provide critical sustainability for this programme which has strengthened the CEFEL/CES partnership.

The curriculum design around the NPQs continues to develop a vision-driven additionality option unique to the CEFEL/CES offer called NPQ+. The Catholic NPQ+ offers three modules based on formation, the Catholic character of a school and sustaining leadership roles in Catholic education. The first of these modules, 'Form', is aimed at all teachers in Catholic schools. It offers six sessions to develop an understanding of what formation means, concluding with Gospel values as described in 'Christ at the Centre'. The module was trialled in its beta version in the summer term of 2023 and received positive feedback. The final version was launched to all dioceses and NPQ delivery partners in September 2023. Modules 2 and 3 were developed and launched in the summer term 2024.

Collaboration with the Confederation of School Trusts (CST)

Half termly meetings with the CES and CST has enriched and informed the *Formatio* strategy. Leora Cruddas, CEO of CST is a regular speaker at the annual Catholic CEO conference and many MATs, including CMATs, are members of CST, a national organisation which gives access to a wide variety of service and professional development opportunities.

***Formatio* and the Catholic Universities**

The engagement of the four Catholic Universities was planned into *Formatio*, the national strategy to *form, nourish and sustain* Catholic leaders, from its outset, through their membership of the national Steering Group and the supporting regional structures. There was early engagement with CMATs on new avenues into initial teacher training and building on these relationships, now into tailored programmes to meet particular needs. A good example is the Lay Chaplaincy Apprenticeship Programme developed by St Mary's University with dioceses as a professional standard for successful candidates to gain an entry level qualification to Chaplaincy with the option of post apprenticeship studies to degree and postgraduate studies in the ministry of Chaplaincy.

Supported by the CES under the *Formatio* strategy, the Centre for Catholic Education, Research and Religious Literacy at St Mary's University made a successful bid to a charitable trust for funding to employ a post-doctoral researcher. The principal aim of the research will be to

understand how CMATs currently operationalise their distinctiveness as Catholic organisations and seek to enact the mission of the Church through education.

***Formatio* and Wales**

The bishops of Wales have tasked the Diocesan Directors of Education working alongside the CES to develop a strategic plan for the future development of Catholic education in Wales. Central to this piece of work is the one-church approach.

Whilst acknowledging that there will be regional variations the focus for further discussion will be on what will be needed at a national level for an operational education service to function. Connections can be made in defined areas to alleviate capacity issues. A centralised co-ordinated approach can be achieved by pooling resources and building on work already started in building a national approach in areas such as buildings, inspection, and training. The CES will co-ordinate this piece of work and the work of *Formatio* and CATtColl will provide an additional resource.

CBCEW Plenary Resolution April 2023

The resolution passed by the Catholic Bishops' Conference of England and Wales at their plenary meeting in April 2023, commissions the CES "to work with CATtColl in the development of a one-Church strategy to support Catholic education and promote adult formation in Catholic schools. In November 2023, *Formatio* successfully applied to the Assumption Legacy Fund for funding over two years, to provide extra capacity in the education team so that this work can be taken forward during the next academic year.

INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF FORMATIO CIO

I report to the trustees on my examination of the accounts of the Formatio CIO (the Trust) for the year to 31 August 2024.

Responsibilities and basis of report

As the charity trustees of the Trust, you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ('the Act').

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

Independent examiner's statement

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

(1) accounting records were not kept in respect of the Trust as required by section 130 of the Act; or

(2) the accounts do not accord with those records; or

(3) the accounts do not comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 other than any requirement that the accounts give a 'true and fair' view which is not a matter considered as part of an independent examination.

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

Name: Gareth L Rowe ACA

Address: 38 Valley Gardens, Monkseaton, Whitley Bay, Tyne and Wear, NE25 9AQ

Date: 09/06/2025

Formatio CIO: Statement of Financial Activities
(including Income & Expenditure Account)

For the year ended 31 August 2024

		Unrestricted	Restricted	2024	2023
	Notes	£	£	Total	Total
				£	£
INCOME from					
Donations and legacies:					
Grants		-	-	-	-
Donations		500	-	500	250
Charitable activities:					
CEO Conference – Nov 23		-	40,397	40,397	-
Assumption Legacy Fund Grant		-	45,000	45,000	-
Total income	1	500	85,397	85,897	250
EXPENDITURE on					
Support costs		500	-	500	250
Charitable activities:					
Cost of regional hubs	2	-	-	-	10,985
CEO Conference – Nov 23	2		40,397	40,397	-
South West Project	2		5,000	5,000	-

Total expenditure	500	45,397	45,897	11,235
Net income/(expenditure)	-	40,000	40,000	(10,985)
Funds at 31 August 2023	-	12,346	12,346	23,331
Funds at 31 August 2024	-	52,346	52,346	12,346

The charity had no recognised gains or losses other than as disclosed in the Statement of Financial Activities for the year ended 31 August 2024.

The accompanying notes form part of these financial statements.

Formatio CIO: Balance Sheet As at 31 August 2024

		2024	2023
	Notes	£	£
CURRENT ASSETS			
Cash at bank and in hand		67,874	29,409
Debtors due		8,477	-
Prepaid expenses		1,275	5,547
		<hr/>	<hr/>
		77,626	34,956
		<hr/>	<hr/>
CREDITORS: Amounts falling			
due within one year	5	25,280	22,610
		<hr/>	<hr/>
NET ASSETS		52,346	12,346
		<hr/> <hr/>	<hr/> <hr/>
FUNDS AND RESERVES			
Unrestricted		-	-
Restricted	6	52,346	12,346
		<hr/>	<hr/>
Total Reserves		<u>52,346</u>	<u>12,346</u>

The accompanying notes form part of these financial statements.

Approved by the Trustees on 16 June 2025 and signed on their behalf by

A handwritten signature in black ink that reads "Catherine Bryan". The script is cursive and somewhat stylized.

Catherine Bryan
Chair of Trustees

A handwritten signature in blue ink that reads "Paul Barber". The signature is written in a cursive style with a horizontal line underlining the name.

Paul Barber
Trustee

FORMATIO CIO

NOTES TO THE FINANCIAL STATEMENTS

FOR THE PERIOD ENDED 31 AUGUST 2024

ACCOUNTING POLICIES

The principal accounting policies adopted, judgements and key sources of estimation uncertainty in the preparation of the financial statements are as follows:

Basis of preparation

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).

Formatio CIO 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).

Assessment of going concern

The Trustees have assessed whether the use of the going concern assumption is appropriate in preparing these accounts. The Trustees have made this assessment in respect to a period of one year from the date of approval of these accounts. The Trustees of the charity have concluded that there are no material uncertainties related to events or conditions that may cast significant doubt on the ability of the charity to continue as a going concern. The Trustees are of the opinion that the charity will have sufficient resources to meet all its liabilities as they fall due.

Income

Income is recognised when the charity has entitlement to the funds, any performance conditions attached to the item(s) of income have been met, it is probable that the income will be received and the amount can be measured reliably.

Income from grants is recognised when the charity has entitlement to the funds, any performance conditions attached to the grants have been met, it is probable that the income will be received and the amount can be measured reliably and is not deferred.

Donated services and facilities

Donated professional services and donated facilities are recognised as income when the charity has control over the item, any conditions associated with the donated item have been met, the receipt of economic benefit from the use by the charity of the item is probable and that economic benefit can be measured reliably. In accordance with the Charities SORP (FRS 102), general volunteer time is not recognised.

On receipt, donated professional services and donated facilities are recognised on the basis of the value of the gift to the charity which is the amount the charity would have been willing to pay to obtain services or facilities of equivalent economic benefit on the open market; a corresponding amount is then recognised in expenditure in the period of receipt.

FORMATIO CIO

NOTES TO THE FINANCIAL STATEMENTS (Continued)

FOR THE PERIOD ENDED 31 AUGUST 2024

ACCOUNTING POLICIES (Continued)

Fund accounting

Unrestricted funds are available to spend on activities that further any of the purposes of charity.

Restricted funds are donations which the donor has specified are to be solely used for particular areas of the charity's work or for specific artistic projects being undertaken by the charity.

Expenditure

Expenditure is recognised once there is a legal or constructive obligation to make a payment to a third party, it is probable that settlement will be required and the amount of the obligation can be measured reliably. Expenditure is classified under the following activity headings:

- Expenditure on charitable activities comprises the cost of operating the regional hubs.
- Other expenditure represents those items not falling into any other heading.

Cash at bank and in hand

Cash at bank and cash 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.

Creditors and provisions

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

NOTES TO THE FINANCIAL STATEMENTS (continued)

FOR THE PERIOD ENDED 31 AUGUST 2024

1. GRANTS AND DONATIONS			2024	2023
	Unrestricted	Restricted	Total	Total
	£	£	£	£
Donations	500	-	500	250
Assumption Legacy Fund	-	45,000	45,000	-
Sisters of the Holy Cross	-	-	-	-
	50	45,000	45,500	250
	50	45,000	45,500	250

2. EXPENDITURE ON CHARITABLE ACTIVITIES			2024	2023
	Unrestricted	Restricted	Total	Total
	£	£	£	£
Costs of charitable objectives	-	45,397	45,397	10,985
Governance costs (including Independent Examination fees)	500	-	500	250
	500	45,397	45,897	11,235
	500	45,397	45,897	11,235

3. NET INCOME/EXPENDITURE FOR THE YEAR	2024	2023
This is stated after charging:	£	£
Independent Examiner’s remuneration		
-Examination	-	100
-Accountancy services	500	150
	<hr/>	<hr/>
	500	250
	<hr/> <hr/>	<hr/> <hr/>

4. TAXATION

The charity is exempt from tax on income and gains falling within section 505 of the Taxes Act 1988 or section 252 of the Taxation of Chargeable Gains Act 1992 to the extent that these are applied to its charitable object.

5. CREDITORS: amounts falling due within one year

	2024	2023
	£	£
Accruals and deferred income	25,280	22,610
	-----	-----
	25,280	22,610
	=====	=====

6. RESTRICTED FUNDS

Period ended 31 August 2024	Fund balance	Income	Expenditure	Fund balance
	At start of year			At end of Year
	£	£	£	£
Assumption Legacy Fund RHD	7,346	-	-	7,346
Assumption Legacy Fund R&D	-	45,000	-	45,000
Sisters of the Holy Cross	5,000	-	5,000	-
CES – CEO Conference -2023	-	40,397	40,397	-
	-----	-----	-----	-----
	12,346	85,397	45,397	52,346
	=====	=====	=====	=====

7. ANALYSIS OF NET ASSETS

At 31 August 2024

	Unrestricted Funds	Restricted Funds	Resources
	£	£	£
Current Assets	-	77,626	77,626
Current Liabilities	-	(25,280)	(22,280)
	<hr/>	<hr/>	<hr/>
	-	52,346	52,346
	<hr/> <hr/>	<hr/> <hr/>	<hr/> <hr/>

FORMATIO

England & Wales - Charity number 1182947

Accounts

Charity number: 1182947

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CHARITY TRUSTEES' REPORT AND FINANCIAL STATEMENTS

FOR THE PERIOD ENDED 31 AUGUST 2023

CHARITY REGISTRATION NUMBER 1182947

CONTENTS

Charity Trustees' Report	3
Independent Examiner's Report	11
Statement of Financial Activities.....	12
Balance Sheet.....	13
Notes to the Financial Statements.....	14

FORMATIO

Formatio Charity Trustees' Report period ended 31 August 2023

Reference and Administrative Details

Formatio 4th Annual Report 1 September 2022 – 31 August 2023

Reference and Administrative Details

Charity Trustees

Bishop Alan Stephen Williams

Paul Edward Stephen Barber

Catherine Anne Bryan

Dr Arthur Naylor

Dr Maureen Glackin

Sr Patricia M Goodstadt IBVM (from April 2023)

North West

Margaret Sue Cronin

Damian Cunningham

Helen O'Neill (from December 2022)

North East

Peter Giorgio

Dr Duncan Martin

Michael Peter Shorten

South West

Stephen Bell (from December 2022)

Anne Robertson

Tricia Sterling (from September 2022)

South East

Dr Jane Chambers (from September 2022)

Peter Sweeney (from September 2022)

Brian Conway (from December 2022)

Co opted (from December 2022)

Angela Keller

Patrick Murden

Achievement and Performance

The need for change

Throughout the year, the national strategy for leadership and governance, *Formatio*, continued to respond flexibly to the challenges of the national educational landscape and the variable needs of the four regional hubs. The objects of *Formatio*, a Charitable Incorporated Organisation (CIO), to advance the Catholic religion for the public benefit by supporting Catholic Education, and, in particular, to do so by promoting the formation of teachers, leaders and governors in Catholic Education, have remained at the forefront of this work. *Formatio* recognises the challenges faced by Catholic education and strives to serve Catholic schools, providing high quality faith formation and leadership opportunities. Through the four regional hubs, each made up of representatives of the Catholic universities, the dioceses, Catholic Teaching School Hubs and large Catholic Multi Academy Trusts (CMATs), the regional context drives the relevant local and national priorities.

During the summer term 2022, the First Members of the CIO agreed, in principle, that constitutional changes be made for CMATs to replace Catholic Teaching Schools¹ as associate members of *Formatio* in the four regional hubs with details of the criteria to be proposed by the national Steering Group. In the autumn term 2022, in advance of the Steering Group meeting, the Catholic Education Service (CES) facilitated a conversation with Bishop Alan Williams and the regional hub chairs, to discuss how best to decide these criteria since all four regions are at different stages of academisation due to the variation in implementation and development of diocesan academisation strategies. The CES agreed to suggest proposals to ensure fair representation for all dioceses. In Wales, where there are no academies, the criteria has been adjusted to include the largest 'excellent' schools.

Constitutional Changes

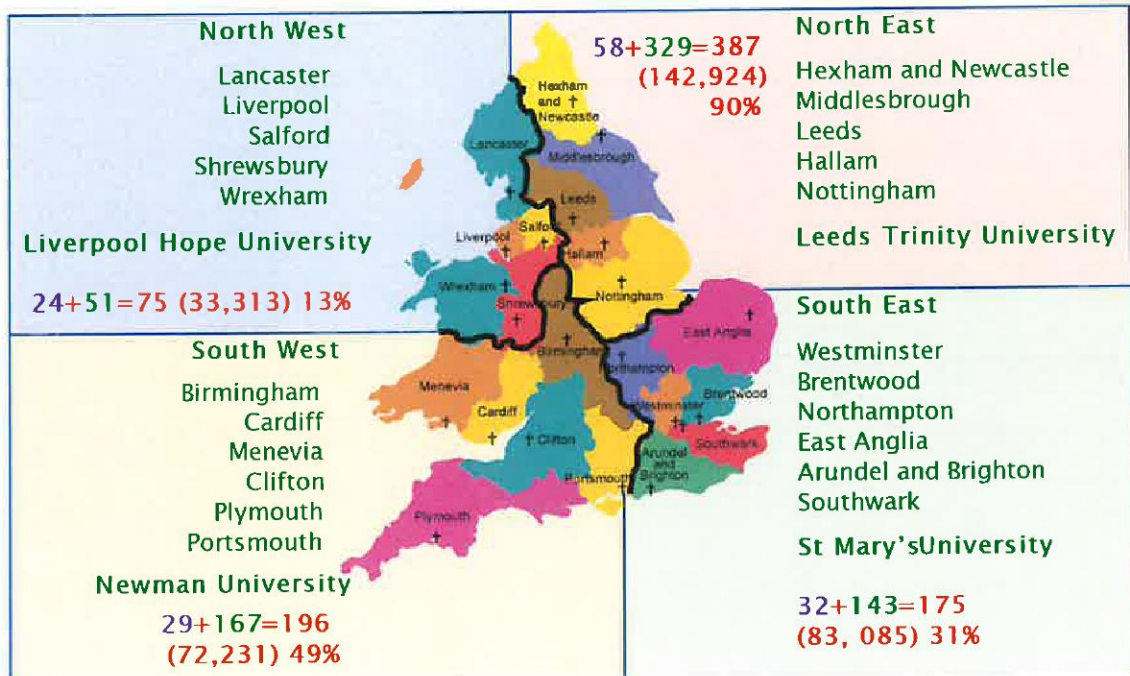
At the national Steering Group meeting in November 2022, the following constitutional changes were proposed and agreed, to be implemented during spring and summer terms 2023.

- Larger Academy Trusts (and Welsh schools) become members of the regional hubs (Associate members of *Formatio*)
 - National Steering Group to decide criteria for membership and review annually in the summer term
- Representative of Academy Trusts/Welsh schools on national Steering Group from each regional hub
- 2 co-opted trustees to join national Steering Group: CES Wales Adviser and Catholic Academy Trust Training Collaborative (CATtCOLL) representative
- Representative of Religious Orders in Education (ROE) to replace Conference of Religious on national Steering Group
- No requirement of AGM of Members

¹ The DfE funded Teaching School programme ended on 31 August 2021.



FORMATIO



Formatio Regional Hubs

The map shows the four regional hubs with the number of secondary and primary schools in CMATs and the total as a percentage of the number of schools in each hub. The figure in brackets is the total number of students in CMATs in each region (October 2022).

As the above map illustrates, the rate of academisation in dioceses is different across the four regional hubs; the criteria for associate membership in each region, shown below, reflects this.

NW Regional Hub Membership

- ✓ All dioceses (Lancaster, Liverpool, Salford, Shrewsbury, Wrexham)
- ✓ Liverpool Hope University
- ✓ All academy trusts with over 2500 pupils
- ✓ Plus academy trusts with the largest number of pupils in dioceses with no such academy trusts
- ✓ Plus the school in Wrexham with the largest number of pupils which is rated Excellent by Estyn
- ✓ (Currently = 7 + Welsh school)

NE Regional Hub Membership

- ✓ All dioceses (Hallam, Hexham & Newcastle, Leeds, Middlesbrough, Nottingham)
- ✓ Leeds Trinity University
- ✓ All academy trusts with 35 or more schools
- ✓ Plus academy trusts with the largest number of pupils in dioceses with no such academy trusts

- ✓ Plus academy trusts with Teaching School Hubs not otherwise eligible
- ✓ (Currently = 6 [or 8])

SE Regional Hub Membership

- ✓ All dioceses (Arundel & Brighton, Brentwood, East Anglia, Northampton, Southwark, Westminster)
- ✓ St Mary's University
- ✓ All academy trusts with over 3500 pupils
- ✓ (Currently = 9)

SW Regional Hub Membership

- ✓ All dioceses (Birmingham, Cardiff, Clifton, Menevia, Plymouth, Portsmouth)
- ✓ Birmingham Newman University
- ✓ All academy trusts with 15 or more schools
- ✓ plus academy trusts with the largest number of schools (where this includes primary and secondary schools) in dioceses with no such academy trusts
- ✓ plus the school in Cardiff or Menevia with the largest number of pupils which is rated Excellent by Estyn
- ✓ plus academy trusts with teaching school hubs not otherwise eligible
- ✓ (Currently = 6 [or 7])

Formatio Priorities (2023-2026)

At the *Formatio* Steering Group meeting in November 2022 the following strategic priorities were identified and agreed to be formulated into the CES strategic plan.

1. Working with the **one-Church strategy** where appropriate and beneficial
1. Understanding the **changing educational landscape** and being ready to respond to new challenges and take up new opportunities to achieve the objectives of the *Formatio* Development Plan
2. Planning and organising the **national Catholic CEO conference**, building on the successful model developed over the last two years
3. Maintaining the **partnership with CEFEL** for mutual advantage
4. Supporting ongoing **development and formation** opportunities for **CEOs**
5. Scoping the need and implications for *Formatio* of **the formation and ongoing development of CMAT directors**

Formation and Professional Development for CEOs and CMAT directors

The second national Catholic CEO conference took place in November 2022 at Stanbrook Abbey Hotel, Worcester providing the opportunity for professional development and faith formation. The number of delegates had doubled since the first and included senior staff from over 50 CMAT central teams as well as 15 Diocesan Schools Commissioners. DfE officials were present and speakers included Dame Rachel de Souza (Children's Commissioner), Dame Alison Peacock (Chartered College of Teaching) and Leora Cruddas (Confederation of School Trusts).

In partnership with two other CBCEW agencies, Caritas Social Action Network (CSAN) and the Catholic Agency for Overseas Development (CAFOD) the Catholic Education Service (CES) co-hosted a day conference for Catholic Multi Academy Trust senior leaders and trust board directors. Thirty delegates attended the event which was generously sponsored by CCLA at their London offices and explored how a CMAT can be faithful to the Church's vision for education through Catholic Social Teaching. Feedback was overwhelmingly positive and delegates valued the opportunity to network between dioceses and learn about the national picture.

A retired Catholic CEO and serving CMAT trust board director was invited to join the DfE expert advisory group that worked on content of the CEO framework. By 2030, the first generation of MAT CEOs will be near to retirement, and some before, so there is an urgent need to ensure capacity in the system. The National Institute of Teaching has been awarded a government contract to deliver the new MAT CEO development programme, equipping new and/or aspiring CEOs with the skills, knowledge and behaviours to build and shape schools of the future. The first cohort of 25 participants will start the programme in February 2024 with a second cohort of 50 participants following later.

National Catholic Leadership Framework

Following the pilot, the five strands of this framework were uploaded to a secure SharePoint site for diocesan facilitators. For each strand there are four elements to the resources

1. The Strand Overview. Outlining the leadership characteristics of a strong school leader for that strand and how these characteristics might be developed. The writing group felt this was an important element in the project so that the diocese, CEOs and Headteachers had a pragmatic and systematic way of developing catholic teachers to be the future catholic school leaders.
2. Facilitator notes. The writers of the training materials have outlined a suggested format, covering duration, required resources and training activities including pre and post training tasks. These are recommendations and not intended to be definitive.
3. Delivery materials. Each strand has slides prepared to cover the planned length of time and coverage of the focus of training. These are all saved as PowerPoints, as this was thought to be the most widely used.
4. Session resources. The writers have collected together any resources that might be required. This has been rationalised to a select few elements, rather than over power an inexperienced facilitator.

The full two-year programme ran over the academic year 2022/23 and documentation has been developed for a systematic evaluation to be fed back into the review cycle.

Essential elements to the National Leader framework [non-negotiables]

Whilst each diocese can and will develop these materials to fit their context, for the project to remain as a national programme and for it to retain currency between dioceses, the elements below have emerged as the essential elements.

- A 2-year programme to allow time to have a real measurable impact
- All 5 strands are covered to give full coverage.
- Delegates will become familiar with Catholic Social Teaching and its impact on their school leadership
- Outside of the training sessions, Diocese and schools will use the materials to ensure leaders of the future are given school opportunities to systematically develop the competencies of young teachers.

Teaching Internship Programme and Grow Your Own Strategy

The SW Hub Development Officer (HDO) in the has constructed and developed this programme and the second phase of the pilot was rolled out successfully during the year. The HDO will begin work on an accompanying video (Be the Difference) during the next academic year and the entire resource is expected to be made available nationally during the summer term 2024.

Collaboration with Church of England Foundation for Educational Leadership (CEFEL) National Professional Qualifications (NPQs)

Following the diversification of the delivery model, offering more options and greater accessibility, there has been a significant increase in commitment from CMATs which means that the Catholic participation balance is far better. The CMATs now provide critical sustainability for this programme which will strengthen the CEFEL/CES partnership. There have been about 3,000 participants during year one, of which around 40% were from Catholic schools.

Work began on the curriculum design around the NPQs, the vision driven additionality opportunities unique to the CEFEL/CES offer. This aims to encompass broader transformational approaches to leadership development, alongside bespoke thinking around how leadership development needs to fit the specific development needs of Catholic and Church of England school contexts. The Catholic offer will comprise three modules, *Form, Nourish and Sustain* (6 sessions each) and the first was ready to pilot in schools during the summer term. There will be the opportunity for dioceses to be delivery partners for the additional support offer, either individually or as part of regional groups.

The CES continues to develop the curriculum design around the National Professional Qualifications (NPQs), developing a vision-driven additionality option unique to the CEFEL/CES offer called NPQ+. The Catholic NPQ+ will offer three modules based on formation, the Catholic character of a school and sustaining leadership roles in Catholic education. The first of these modules, 'Form', is aimed at all teachers in Catholic schools. It offers six sessions to develop an understanding of what formation means, concluding with Gospel values as described in 'Christ at the Centre'. The module was trialled in its beta version in the summer term of 2023 and received positive feedback. The final version will be launched to all dioceses and NPQ delivery partners in September 2023. The subsequent modules for Catholic leadership will be developed in the autumn term of 2023 and launched in 2024.

In June 2023, CEFEL hosted an event to strengthen development provision for senior leaders in Church of England trusts and CMATs. CEFEL have invited CES and CATtCOLL to collaborate to produce a joint publication bringing together the responses of key stakeholders to go beyond the White Paper descriptor of a strong trust model to encapsulate something more aspirational for schools with a religious character and reflect the unique contribution they make to a system that flourishes at every level.

Catholic Academy Trust Training Collaborative (CATtCOLL)

After the 2nd Catholic CEO conference, CATtCOLL membership of this group increased rapidly and is currently 21 CMATs across 14 dioceses in England. Representing 20% of all CMATs, this includes approximately 130,000 students, 13,000 staff with a total budget of £850m. DfE officials have noted that *this is the biggest group of its kind in the country and recognised the potential for further growth as more dioceses work towards full academisation.*

The new ITT model emerging from the ITT Market Review report² recommendations, requires stronger and deeper partnerships between universities and schools to improve the quality and consistency of training. CATtCOLL is well placed to explore the new opportunities that this has opened up which also has the potential to strengthen the relationship between CMATs and the Catholic universities to meet the supply needs of Catholic schools.

The purpose of CATtCOLL is threefold:

- to facilitate the efficient and effective delivery of major projects eg NPQs
- to explore the possibility of a joined-up approach between CMATs and the Catholic universities to develop a Catholic ITT CMAT based offer

² Initial teacher training (ITT) market review report 5 July 2021. Published by Department for Education

- to develop a CEO best practice network via a unique prism of mission delivery and sector best practice with a focus on the three core functions of a multi academy trust: mission, standards and finance

CATtCOLL was invited to present to the plenary meeting of the Catholic Bishops' Conference of England and Wales (CBCEW) in April 2023.

Collaboration with Catholic Universities

The CES continued to meet termly with the vice chancellors of the four Catholic universities who also attended the spring term *Formatio* steering group meeting. The huge potential for the universities working with CMATs to strengthen and develop the national strategy for leadership and governance in Catholic schools is yet to be explored but the dialogue has begun.

CBCEW Plenary Resolution April 2023

The resolution passed by the Catholic Bishops' Conference of England and Wales at their plenary meeting in April 2023, commissions the CES "to work with CATtColl in the development of a one-Church strategy to support Catholic education and promote adult formation in Catholic schools." The CES met with CATtCOLL in July 2023 to begin to explore what this might look like and agree initial next steps including the need to articulate a new way forward for the new opportunities the resolution opens up.

Charity Trustees' Responsibilities Statement

The Charity Trustees are responsible for preparing the CIO's Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

The law applicable to charities in England & Wales requires the Charity Trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the CIO and of the incoming resources and application of resources of the CIO for that period. In preparing these financial statements, the Charity Trustees are required to:

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

The Charity Trustees are responsible for keeping proper accounting records that are sufficient to show and explain the CIO's transactions and disclose with reasonable accuracy at any time the financial position of the CIO and enable them to ensure that the financial statements comply with the Charities Act 2011, the Charity (Accounts and Reports) Regulations 2008 and the provisions of the Charity's constitution. They are also responsible for safeguarding the assets of the CIO and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

This report was approved by the Charity Trustees on 28 June 2024 and signed on their behalf by:

Catherine A Bryan

Catherine A Bryan, Chair, *Formatio* Steering Group

INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF FORMATIO CIO

I report to the trustees on my examination of the accounts of the Formatio CIO (the Trust) for the year to 31 August 2023.

Responsibilities and basis of report

As the charity trustees of the Trust, you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ('the Act').

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

Independent examiner's statement

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

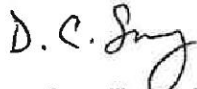
(1) accounting records were not kept in respect of the Trust as required by section 130 of the Act; or

(2) the accounts do not accord with those records; or

(3) the accounts do not comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 other than any requirement that the accounts give a 'true and fair' view which is not a matter considered as part of an independent examination.

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

Name: David Smy



Address: Belvedere House, Granville Road, Bath, BA1 9BB

Date: 20th June 2024

**Formatio CIO: Statement of Financial Activities
(including Income & Expenditure Account)**

For the year ended 31 August 2023

	Notes	Unrestricted £	Restricted £	2023 Total £	2022 Total £
INCOME from					
Donations and legacies:					
Grants	1	-	-	-	10,000
Donations		250	-	250	250
Total income		<u>250</u>	<u>-</u>	<u>250</u>	<u>10,250</u>
EXPENDITURE on					
Support costs		250	-	250	250
Charitable activities:					
Operational costs of regional hubs	2	-	10,985	10,985	46,408
Total expenditure		<u>250</u>	<u>10,985</u>	<u>11,235</u>	<u>46,658</u>
Net income/(expenditure)		-	(10,985)	(10,985)	(36,408)
Funds at 31 August 2022		-	23,331	23,331	59,739
Funds at 31 August 2023		<u>£-</u>	<u>£12,346</u>	<u>£12,346</u>	<u>£23,331</u>

The charity had no recognised gains or losses other than as disclosed in the Statement of Financial Activities for the year ended 31 August 2023.

The accompanying notes form part of these financial statements.

FORMATIO CIO

NOTES TO THE FINANCIAL STATEMENTS

FOR THE PERIOD ENDED 31 AUGUST 2023

ACCOUNTING POLICIES

The principal accounting policies adopted, judgements and key sources of estimation uncertainty in the preparation of the financial statements are as follows:

Basis of preparation

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).

Formatio CIO 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).

Assessment of going concern

The Trustees have assessed whether the use of the going concern assumption is appropriate in preparing these accounts. The Trustees have made this assessment in respect to a period of one year from the date of approval of these accounts. The Trustees of the charity have concluded that there are no material uncertainties related to events or conditions that may cast significant doubt on the ability of the charity to continue as a going concern. The Trustees are of the opinion that the charity will have sufficient resources to meet all its liabilities as they fall due.

Income

Income is recognised when the charity has entitlement to the funds, any performance conditions attached to the item(s) of income have been met, it is probable that the income will be received and the amount can be measured reliably.

Income from grants is recognised when the charity has entitlement to the funds, any performance conditions attached to the grants have been met, it is probable that the income will be received and the amount can be measured reliably and is not deferred.

Donated services and facilities

Donated professional services and donated facilities are recognised as income when the charity has control over the item, any conditions associated with the donated item have been met, the receipt of economic benefit from the use by the charity of the item is probable and that economic benefit can be measured reliably. In accordance with the Charities SORP (FRS 102), general volunteer time is not recognised.

On receipt, donated professional services and donated facilities are recognised on the basis of the value of the gift to the charity which is the amount the charity would have been willing to pay to obtain services or facilities of equivalent economic benefit on the open market; a corresponding amount is then recognised in expenditure in the period of receipt.

Formatio CIO: Balance Sheet As at 31 August 2023

		2023	2022
	Notes	£	£
CURRENT ASSETS			
Cash at bank and in hand		29,409	25,331
Prepaid expenses		5,547	-
		<u>34,956</u>	<u>25,331</u>
CREDITORS: Amounts falling due within one year			
	6	<u>22,610</u>	<u>2,000</u>
NET ASSETS		<u><u>£12,346</u></u>	<u><u>£23,331</u></u>
FUNDS AND RESERVES			
Unrestricted		-	-
Restricted	7	<u>12,346</u>	<u>23,331</u>
		<u><u>£12,346</u></u>	<u><u>£23,331</u></u>

The accompanying notes form part of these financial statements.

Approved by the Trustees on *19 May* 2024 and signed on their behalf by

Catherine Bryan
 Catherine Bryan
 Chair of Trustees

Paul Barber
 Paul Barber
 Trustee

FORMATIO CIO

NOTES TO THE FINANCIAL STATEMENTS (Continued)

FOR THE PERIOD ENDED 31 AUGUST 2023

ACCOUNTING POLICIES (Continued)

Fund accounting

Unrestricted funds are available to spend on activities that further any of the purposes of charity.

Restricted funds are donations which the donor has specified are to be solely used for particular areas of the charity's work or for specific artistic projects being undertaken by the charity.

Expenditure

Expenditure is recognised once there is a legal or constructive obligation to make a payment to a third party, it is probable that settlement will be required and the amount of the obligation can be measured reliably. Expenditure is classified under the following activity headings:

- Expenditure on charitable activities comprises the cost of operating the regional hubs.
- Other expenditure represents those items not falling into any other heading.

Cash at bank and in hand

Cash at bank and cash 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.

Creditors and provisions

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

FORMATIO CIO

NOTES TO THE FINANCIAL STATEMENTS (continued)

FOR THE PERIOD ENDED 31 AUGUST 2023

1. GRANTS AND DONATIONS

	2023		2022
	Unrestricted	Restricted	Total
	£	£	£
Assumption Legacy Fund	-	-	-
Sisters of the Holy Cross	-	-	-
Donations	250	-	250
	<u>£250</u>	<u>£-</u>	<u>£250</u>
			<u>10,000</u>

2. EXPENDITURE ON CHARITABLE ACTIVITIES

	2023	2023	2023	2022
	Unrestricted	Restricted	Total	Total
	£	£	£	£
Costs of charitable objectives	-	10,985	10,985	46,408
Governance costs (including Independent Examination fees)	250	-	250	250
	<u>£250</u>	<u>£10,985</u>	<u>£11,235</u>	<u>£46,658</u>

3. NET INCOME/EXPENDITURE FOR THE YEAR

	2023	2022
	£	£
This is stated after charging:		
Independent Examiner's remuneration		
-Examination	100	100
-Accountancy services	150	150
	<u>£250</u>	<u>£250</u>

4. STAFF COSTS

There were on average 0 (2022: 2) employees during the period and their Remuneration was:

	2023	2022
	£	£
Salaries	-	27,653
Social Security Costs	-	2,279
Pension	-	1,274
	<u>-</u>	<u>31,206</u>

FORMATIO CIO**NOTES TO THE FINANCIAL STATEMENTS (continued)****FOR THE PERIOD ENDED 31 AUGUST 2021****5. TAXATION**

The charity is exempt from tax on income and gains falling within section 505 of the Taxes Act 1988 or section 252 of the Taxation of Chargeable Gains Act 1992 to the extent that these are applied to its charitable object.

6. CREDITORS: amounts falling due within one year

	2023 £	2022 £
Accruals and deferred income	22,610	2,000
	<u>£22,610</u>	<u>£2,000</u>

7. RESTRICTED FUNDS

Period ended 31 August 2023	Fund balance At start of year £	Income £	Expenditure £	Fund balance At end of Year £
Assumption Legacy Fund	13,331	-	5,985	7,346
Sisters of the Holy Cross	10,000	-	5,000	5,000
	<u>£23,331</u>	<u>£-</u>	<u>£10,985</u>	<u>£12,346</u>

8. ANALYSIS OF NET ASSETS**At 31 August 2023**

	Unrestricted Funds £	Restricted Funds £	Resources £
Current Assets	-	34,956	34,956
Current Liabilities	-	(22,610)	(22,610)
	<u>£-</u>	<u>12,346</u>	<u>£12,346</u>

FORMATIO

England & Wales - Charity number 1182947

Accounts

Charity number: 1182947

FORMATIO

CHARITY TRUSTEES' REPORT AND FINANCIAL STATEMENTS

FOR THE PERIOD ENDED 31 AUGUST 2022

CHARITY REGISTRATION NUMBER 1182947

FORMATIO

CONTENTS

Charity Trustees’ Report 3
Independent Examiner’s Report..... 13
Statement of Financial Activities.....14
Balance Sheet.....15
Notes to the Financial Statements.....16

FORMATIO

Formatio

Charity Trustees' Report period ended 31 August 2022

Reference and Administrative Details

Formatio 3rd Annual Report 1 September 2021 – 31 August 2022

Reference and Administrative Details

Charity Trustees

Bishop Alan Stephen Williams

Paul Edward Stephen Barber

Catherine Anne Bryan

Dr Arthur Naylor

Fr Adrian Porter SJ (resigned August 2021)

Sr Patricia M Goodstadt IBVM (from April 2023)

NW

Jane Ann Beever (resigned August 2021)

Margaret Sue Cronin

Damian Cunningham (from October 2020)

Helen O'Neill (from December 2022)

Timothy Mark Warren (resigned September 2020)

NE

Dr Duncan Martin (from September 2021)

Angela Mary Cox OBE (resigned August 2021)

Peter Giorgio (from October 2021)

Professor Margaret Ann House (resigned October 2020)

Michael Peter Shorten

SW

Stephen Bell (from December 2022)

Colleen Mary Collett (resigned April 2022)

Anne Robertson (from May 2022)

Tricia Sterling (from September 2022)

SE

Dr Jane Chambers (from September 2022)

Robert Simpson (resigned August 2022)

Peter Sweeney (from September 2022)

Anne Marie Whittle (resigned August 2022)

Rt Hon Jennifer Nancy Willott OBE (resigned August 2022)

Co opted (from December 2022)

Angela Keller

Patrick Murden

FORMATIO

Formatio 3rd Annual Report 1 September 2021 – 31 August 2022

Sept 2021 Teaching School hub programme begins (87/8 Catholic: 1 NW, 3 NE, 2 SW, 2 SE)**

Nov 2021 1st national Catholic CEO/CSEL conference

Nov 2021 *Formatio* SG mtg St Katherine's –

End of summer need to reorganise membership and bring in CMATs

Nov – outcome which points to resolution this week

Mins/regional reports – momentum/sea change from Nov SG mtg

CEFEL licensed provider with CES as strategic partner in delivering NPQ suite

January 2022 Catholic Academy Trust Training Collaborative (CATtColl) inaugural mtg***

June 2022 *Formatio* second Annual Report and Accounts

July 2022 CEFEL/CES MAT Partnership Event, Church House

August 2022 HDO SE contract ends

Steering Group meetings

11 Nov 2021 (email 7 Nov)

15 March 2022 (email 12 Mar)

21 June 2022 (email 18 June & 21 June)

CES Management Committee meetings

7 Oct 2021 (27 Sept)

8 March 2022 (email 3 March)

20 May 2022 email

Introduction

The evolution of *Formatio*

In 2017, following an Education Symposium between the Bishops of England and Wales, Diocesan Schools' Commissioners, Financial Secretaries and the Catholic Education Service (CES), the Bishops issued a statement reinforcing the importance of the Church's mission in education. This reaffirmed their commitment to *'provide a place in a Catholic school for every Catholic child.... and strive to ensure a place for children of parents who seek a Catholic education for their child.'*¹ Whilst acknowledging the challenges of the ever-changing educational landscape, the Bishops recognised that, *'Catholic school leaders and governors play a central role in the spiritual and academic life of their schools. The formation of Catholic school leaders and the exercise of good governance are strategic priorities for Catholic education.'*² And in order that this is achieved, *'We ask the Catholic Education Service to develop strategies for leadership and governance that will provide Diocesan Schools' Commissioners with innovative options for responding to this challenge.'*³ The national strategy for Catholic leadership and governance, *Formatio*, is the result of this mandate, aiming to *form, nourish and sustain* Catholic school leaders.

¹Bishops' Statement on Education, Catholic Bishops' Conference of England and Wales. 30 April 2017

² Ibid,

³ Ibid.

FORMATIO

With seed funding from the Assumption Legacy Fund to support the appointment of four regional hub officers, the twenty-two dioceses of England and Wales were grouped into four regional hubs to facilitate greater collaboration with one another and also with other key stakeholders: the four Catholic universities and the network of Catholic Teaching Schools. The role of regional hub chair was taken on by one of the Diocesan Schools Commissioners in each region.

Where is *Formatio* now?

The national strategy has been used by regions to work effectively with their diocesan neighbours, adapt and refine processes that already existed as well as introducing new initiatives. The *Formatio* Steering Group has worked to successfully unlock huge potential and a wealth of resources, not apparent before; there remains so much more to be developed to maximise this. It has provided the opportunity to bring together what works well in order to enhance the whole range of faith formation and professional development for leadership and governance in Catholic education. The *Formatio* national strategy empowers dioceses to collaborate regionally to strengthen provision, allow equity of access and maximise opportunity. The hub model is efficient and effective and the increasing use of new technologies has opened the way for more dynamic relationships. The extent of collaborative activity, both regionally and nationally, involving the range of partners working in powerful networks, is outlined elsewhere in this report.

Hub Development Officer (HDO) posts

From September 2021, the North West Catholic Dioceses Training Partnership (NWCDTP) fully funds the HDO. The NW HDO will continue to attend the *Formatio* Steering Group meetings and collaborate with other HDOs nationally. In the NE, the HDO adjusted her hours during the summer term, which will enable her to continue until the end of the Autumn term 2022. As a result of furlough and other savings, the SE post continued for the academic year 2021/22 and the SW post was extended to end at the same time in August 2022. Initial discussions with regional hub chairs confirmed that the financial impact of COVID-19 meant that dioceses were not in a position to contribute to the costs of these posts at this time.

Achievements and Performance

North West Regional Hub (Dioceses of Lancaster, Liverpool, Salford, Shrewsbury and Wrexham)

The five NW Directors of Education completed a review of the *Formatio* strategy from its launch in 2018 and the progress made in the NW hub against the initial expectations sent out by the Bishops. The NW hub development plan ensures that there is a coordinated and collaborative approach when working with dioceses, Catholic Multi Academy Trusts (CMATs), Teaching School hubs and any other provider contributing to these expectations.

Following the review of the NWCDTP, the Leadership Development Framework remained the main focus for the ongoing formation, nourishment and sustaining of the current and future Catholic leaders across the North West. A prospectus, detailing the programmes available for 2021-22, was produced and recruitment opened in September 2021. Despite the ongoing challenges schools faced post pandemic and concern that this would impact recruitment, all programmes were full, including a new programme for head teachers in the first three years of headship. For each programmes a variety of bespoke options are available including coaching, school visits and spiritual accompaniment.

FORMATIO

The infrastructure and systems that have been developed enable and support the establishment of networks of leaders who have completed the Catholic leadership programmes at all levels so that they continue to be offered on-going formation opportunities.

North East Regional Hub (Dioceses of Hallam, Hexham & Newcastle, Leeds, Middlesbrough, Nottingham)

Following the resignation of Angela Cox, Director of Education, Diocese of Leeds, Peter Giorgio, Director of Education, Diocese of Nottingham, replaced her as NE Hub Chair during the Autumn term.

The diocese of Middlesbrough has created a Leadership Development Group with representatives from each area in the diocese. The Bishop's programme for Middle Leadership, Senior Leadership and Headship is also being developed to be ready for the Spring term. The Bishop's Certificate in Catholic Teaching is also available designed to be offered alongside the Early Careers Framework for those in the first few years of teaching.

The National Catholic Leadership Framework is an initiative of the NE hub and has involved a cross hub working group of serving senior leaders in designing and writing the content of the five strands: Vision; Developing People; Developing School; Securing Accountability; Community

South East Regional Hub (Dioceses of Arundel & Brighton, Brentwood, Northampton, Southwark, Westminster)

Meetings continued twice termly with all dioceses in attendance, providing an opportunity to share good practice and discuss local and national developments concerning Catholic school leadership. The dioceses within the SE hub have continued to offer a range of leadership training opportunities aimed at school education leaders (at all levels and including Early Career Teachers) as well as at governance level. The group recognises that this offer varies across the region according to capacity of the dioceses.

Middle level leadership courses have also been offered via school alliances, providing comprehensive preparation for those wishing to apply for leadership positions. The course offered by Agnus Dei Catholic School Alliance has been written to focus on the specific elements that relate to leadership in a Catholic context. This and the Shepherding Talent programme developed by St Mary's University, enables teachers to develop their leadership skills and deepen their understanding of Catholic education, whilst also supporting their own faith formation. This was delivered in the dioceses of Arundel & Brighton and Southwark during the Spring term.

For the 2021/22 academic year, Cardinal Vaughan Memorial School through St John Southworth Enterprise and Research Alliance, delivered the Aspiring Leaders course using a blended approach to enable wider access.

A day of reflection and spiritual refreshment was offered for aspiring leaders who are already undertaking National Professional Qualifications (mainly NPQSL/NPQH). The day was jointly funded and organised by all SE dioceses and was led by Father Eamonn Mulcahy who reflected on the leadership style of Pope Francis and the vocation of the leader of a Catholic school.

FORMATIO

The SE hub is committed to providing complementary leadership training and support for future leaders of Catholic schools, which includes both a specific Catholic leadership focus and an emphasis on faith formation.

South West Regional Hub (Dioceses of Birmingham, Cardiff, Clifton, Menevia, Plymouth, Portsmouth)

Although meetings in the SW hub were paused for a period due to absence through illness and significant staffing changes across the SW dioceses, work continued towards the identified priorities.

The Leadership Survey initiated by the NW Hub was conducted in each of the SW dioceses in March 2021 and the analysis completed by Birmingham Diocesan Education Service. This highlighted the need for formation for aspiring leaders across the hub to address an ongoing shortage of candidates for leadership posts at all levels. In February 2022, the SW hub met with Sr Judith Russi from EducareM (The National School of Formation) to explore possibilities and propose the following strategy

- Introductory face to face session for a day in Bristol (central for the hub geography) to deliver key elements, led by Sr Judith Russi. This introductory day will enable prospective delegates to understand the programme content and the potential pathway to Catholic leadership available to them. The different stages of support and enrichment of the Catholic leadership pathway will be outlined, and delegates can use this introductory session to decide if they wish to commit to the full programme. Cost for this introductory session would be kept to a minimum.
- EducareM National School of Formation Tabor Programme for those who wish to engage with further training, formation and development as a Catholic leader following the introductory day. This would be run as a discrete SW Hub group with content delivered in central geographical locations. The Tabor Programme combines the pilot 'Peter and Paul' for aspiring middle leaders and 'Barnabas and Magdalene' for aspiring senior leaders programmes. The Tabor programme is aimed at both aspiring middle and senior leaders and provides 'a programme rooted in the authentic mission of the church in education to enable middle and senior leaders to grow their gift for the transformation of society.' This course includes a school-based research project, school visits, transformative projects and a residential element.
- Coaching partnerships to encourage and support those identified as potential future headteachers on their journey to headship would be the next phase of the Catholic leadership pathway. We aim to develop a cross diocesan SW Hub database of experienced head teacher colleagues willing and able to provide this coaching service following appropriate training.
- EducareM Christ the Teacher Programme which includes attendance at the annual national headteacher retreat, would be the next steps on appointment as head teacher. The SW Hub may not have enough candidates to run a discrete group at this level so would probably direct colleagues to the national provision.
- Provision for Governors in addition to the online Governor training modules provided on the *Formatio* website, the SW Hub may consider adopting the Anspear App developed by Brentwood, Northampton, Southwark and Arundel and Brighton. This was reviewed by individual dioceses.

Grow your own strategy

The pilot Teaching Internship Project was up and running in Portsmouth diocese during the summer term with Year 12 and 13 students on placement in primary and secondary schools in Southampton

FORMATIO

with a final session hosted by the Primary Catholic Partnership SCITT. The second phase will expand to include other partnerships in Portsmouth diocese and a version will be piloted in parishes.

All materials developed and refined during the pilot will be available to download together with an infographic explaining the full 6 year process for schools or dioceses to follow. The materials include a sixth form assembly presentation, poster, flyer, introductory session plan, Teaching Internship Journal for students to use for structured reflection, model letters to students and placement hosts, model EBP work experience checks, a final session plan and a video capturing interviews with a wide variety of current teaching staff talking about their personal vocation in their Catholic school and their chosen route into the profession.

The Internship will continue throughout their professional training and the database of students will be maintained to enable information about support with job applications, practice interviews, paid two week internships out of HE term time and direct notice of vacancies in our schools to be sent directly to interns. As the project continues additional video contributions will be added to the materials available providing a bank of inspirational footage to illustrate why teaching in Catholic schools is a wonderful vocation.

Formatio National Projects

Executive Headship Formation Programme

Although plans were in place for two residentials during the 2021/22 academic year, take up was understandably limited due to COVID and the ongoing situation in schools. The decision was made, therefore, to defer to next academic year when the need will be reviewed.

Collaboration with Catholic universities

As a result of a number of regional hub projects extending nationally, opportunities are opening up to collaborate in a more tangible way with Catholic universities. Liverpool Hope University and Leeds Trinity University are supporting dioceses with the analysis of leadership surveys in order to support a more strategic approach to succession planning. Initial discussions with St Mary's University (St Mary's) will explore the possibility of accreditation for the National Catholic Leadership Framework and also for the Catholic leadership formation and development programmes in the NW hub.

The CES has commissioned St Mary's to undertake a discrete research project to investigate the extent of the problem faced by Catholic secondary schools in recruiting and retaining RE teachers. In addition, St Mary's will lead a national working party to explore the recruitment and retention of RE teachers for Catholic schools with representatives from Catholic Bishops Conference of England and Wales (CBCEW), CES, *Formatio*, National Board of Religious Inspectors and Advisers (NBRIA), Association of Teachers of Catholic Religious Education (ATCRE) and Catholic Religious Education Development Opportunities (CREDO), as well as senior school leaders.

Collaboration with Church of England Foundation for Educational Leadership (CEFEL)

As a licensed provider of the reformed suite of National Professional Qualifications (NPQs), the CEFEL/CES partnership organised a series of engagement opportunities for potential delivery partners, Catholic and Church of England schools alike. A good balance and coverage across the country was achieved with over ninety schools involved in the initial response; there will be further entry points for additional schools to join as delivery partners during the next four years.

FORMATIO

The project board continued to meet regularly to provide strategic direction and maintain oversight of the project. The comprehensive marketing plan aimed at potential participants emphasised the unique selling points of the CEFEL/CES: coverage of rural schools, vision driven and evidence-based approach, matched coaching opportunities. Dioceses recognised the uniqueness of this opportunity and encouraged their schools to support staff development by signposting the CEFEL/CES NPQs. The successful outcome enabled around 3,000 eligible staff in Catholic and Church of England schools to access the suite of NPQs which are fully funded.

The first cohort began various NPQs in November 2021 with a second cohort following in February 2022. Over 100 Catholic and Church of England schools are involved as delivery partners with the opportunity for more to be involved in year two. The advocacy work undertaken on behalf of the CES by Diocese of Westminster Academy Trust (DOWAT) staff has resulted in a successful recruitment campaign and improved uptake.

A key area to develop is the curriculum design around the NPQs, the vision driven additionality opportunities. This aims to encompass broader transformational approaches to leadership development, alongside bespoke thinking around how leadership development needs to fit the specific development needs of Catholic and Church of England school contexts. To this end, the CES co-hosted a development day with Catholic and Church of England colleagues in March to design part of this additional curriculum work together, ahead of offering this to the sector in 2022/23 and beyond.

Ongoing discussions took place between CEFEL and CES to explore further opportunities for collaboration in order to strengthen development provision for senior leaders.

Teaching School Hubs Programme

From 1 September 2021, this programme replaced the previous network of around 750 teaching schools, 95 of which were Catholic schools. The teaching school hub programme is part of a comprehensive strategy dedicated to supporting teachers throughout their teaching career and part of the recruitment and retention strategy to raise teacher quality and effectiveness. There are 87 teaching school hubs, of which 8 are Catholic and they will be expected to play a significant role in delivering:

- School-based initial teacher training
- Early Career Framework
- Specialist National Professional Qualifications (NPQs)
- Leadership NPQs
- Appropriate body services for early career teachers

In the delivery of this, there is a significantly heightened role for mentors and high-quality coaching and an urgent need for funded development opportunities for those who take on this role, especially in schools with a religious character.

In addition to the above, as part of the original application criteria for achieving this designation and the three-year funding, teaching school hubs were also required to promote and deliver other high-quality, evidence-based professional development to school leaders and teachers; this enabled the eight Catholic Teaching School Hubs to provide a contextualised Catholic offer. This changed, however, in July 2021, and the funding may now only be used to deliver the DfE approved courses;

FORMATIO

funds for any other CPD offer will need to be generated by the Teaching School Hubs themselves. There is a potential risk that this will have a detrimental impact on the Catholic formation opportunities offered by Catholic Teaching School Hubs for staff in Catholic schools.

Formation and professional development for leaders of Catholic Multi Academy Trusts (CMATs)

The first national Catholic Chief Executive Officer/Catholic Senior Executive Leader (CEO/CSEL) conference took place 8-9 November 2021, with a good response, though a number of delegates withdrew at short notice due to the impact of COVID and the Omicron variant which emerged during the autumn term. Feedback was extremely positive with notable comments about the opportunity to meet and engage with colleagues from dioceses across the country and the chance to meet and engage with CES staff at a national level; also highlighted was the pressing need for a national network of Catholic CMAT leaders. Key messages that emerged during the CEO focus groups held regionally last academic year, were reinforced at the November conference and subsequently, and must be kept at the forefront of future planning and developments:

- in general, the CEOs felt completely unprepared for the role; ‘unlike any other role, there by default’; ‘if not me then who? But rather me than anyone else’
- a universal lack of induction provided by dioceses, so they were forced to seek their own, if any
- an overwhelming sense of loneliness and isolation in the role especially in a new MAT with skeleton central team
- the urgent need for mentoring provision for new CEOs
- the balance between MAT identity and the identity of individual schools within the MAT and how to manage this

There are currently almost 80 CMATs across the country, ranging in size from 35 schools (12,627 pupils) to those with just 2 or 3 schools and under 1000 pupils with a wide range in between; this is expected to change significantly over the next few years as the number of CMATs increases.

Catholic Academy Trust Training Collaborative (CATtColl)

Following the conference, at least one group of Catholic CEOs have formed a cross diocesan training consortia to facilitate the efficient and effective delivery of major projects, eg NPQs suite, and are considering expanding this to consider the possibility of Initial Teacher Training (ITT) provision. Early discussions with St Mary’s University, CES, and relevant CEOs began to explore the possibility of a joined up approach between CMATs and St Marys University, as the largest Catholic ITT provider.

There is a role for *Formatio* to facilitate and help to shape these groupings both through the regional hubs and nationally. The CEOs are key Catholic stakeholders with a powerful voice who have access to significant funding, resource, capacity and influence. Under the *Formatio* umbrella, we are actively trying to find a way to harness this nationally and cement links at CMAT CEO level as well as via the dioceses. The Chair of the Academies Working Party attended the November conference and witnessed the enormous potential among this group of Catholic leaders.

The CES, through the *Formatio* strategy, has been invited to partner with CSAN and CAFOD, to host a day conference for CMAT CEOs, senior leaders and directors. The day will explore how a Catholic MAT can be faithful to the Church’s vision for education through Catholic Social Teaching and take place during the autumn term.

FORMATIO

National Catholic Leadership Framework

The project is ongoing and within expected timelines. It will provide a senior leadership competency framework with training materials to be used by dioceses with the potential to carry national recognition. The writing group is made up of senior school leaders from NE, SE and SW hubs with a cross hub strategy group of senior school and diocesan staff collaborating to agree process and content.

These resources are being piloted in dioceses across the country and the resources updated following feedback; the final versions will be available for all dioceses to use as they wish. Masters level accreditation is being explored in partnership with HE providers.

Formatio: the second phase

Key to the development of the work outlined above is the inclusion of representative CMATs from the four regional hubs on the *Formatio* national Steering Group to reflect the changed educational landscape and enable national engagement with CEOs. Regional hubs have been asked to discuss this and the chairs will meet with CES and Bishop Alan Williams to reach an agreement in principle to include CMATs as associate members of the Steering Group. This proposal will then be put to the members for approval before the necessary changes are made to the constitution.

CATtCOLL is well placed to develop a CEO network that works with dioceses, Catholic universities and other key stakeholders to energise the delivery of the *Formatio* strategy regionally and work with CES to identify national opportunities to *form, nourish and sustain* Catholic leaders of education. The structure of CATtCOLL needs to reflect the four regional hubs, provide a formal interface with CEFEL as the delivery arm of this partnership, and provide leadership and partnership across the CMATs in relation to NPQs, ITT and CMAT best practice.

Since the future of pioneer schools in Wales is unclear, the Welsh Adviser will continue to be in attendance at Steering Group meetings. The Conference of Religious (COR) representative resigned during the summer term and COR has been approached to suggest an alternative.

In readiness for the challenges and opportunities presented by the rapidly changing educational environment, future strategic priorities for the second phase of *Formatio* will be discerned by the Steering Group during the Autumn 2022. The One Church vision of making available to all the very best of what we can achieve, through good practice and research in formation and leadership, is at the forefront of this national strategy. It is the responsibility of the *Formatio* Steering Group to ensure that ways are found to continue to *form, nourish and sustain* leaders of Catholic education, including governors, whilst this remains a key priority for the Bishops of England and Wales.

Charity Trustees' Responsibilities Statement

The Charity Trustees are responsible for preparing the CIO's Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

The law applicable to charities in England & Wales requires the Charity Trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the CIO and of the incoming resources and application of resources of the CIO for that period. In preparing these financial statements, the Charity Trustees are required to:

FORMATIO

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

The Charity Trustees are responsible for keeping proper accounting records that are sufficient to show and explain the CIO's transactions and disclose with reasonable accuracy at any time the financial position of the CIO and enable them to ensure that the financial statements comply with the Charities Act 2011, the Charity (Accounts and Reports) Regulations 2008 and the provisions of the Charity's constitution. They are also responsible for safeguarding the assets of the CIO and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

This report was approved by the Charity Trustees on 30 June 2023 and signed on their behalf by:



Catherine A Bryan, Chair, *Formatio* Steering Group

INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF FORMATIO CIO

I report to the trustees on my examination of the accounts of the Formatio CIO (the Trust) for the year to 31 August 2022.

Responsibilities and basis of report

As the charity trustees of the Trust, you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ('the Act').

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

Independent examiner's statement

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

(1) accounting records were not kept in respect of the Trust as required by section 130 of the Act; or

(2) the accounts do not accord with those records; or

(3) the accounts do not comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 other than any requirement that the accounts give a 'true and fair' view which is not a matter considered as part of an independent examination.

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

Name: David Smy

Address: Belvedere House, Granville Road, Bath, BA1 9BB

Date: 27th February 2023

Formatio CIO: Statement of Financial Activities
(including Income & Expenditure Account)

For the year ended 31 August 2022

	Notes	Unrestricted £	Restricted £	2022 Total £	2021 Total £
INCOME from					
Donations and legacies:					
Grants	1	-	10,000	10,000	-
Donations		250	-	250	-
Total income		<u>250</u>	<u>10,000</u>	<u>10,250</u>	<u>-</u>
EXPENDITURE on					
Support costs		250	-	250	264
Charitable activities:					
Operational costs of regional hubs	2	-	46,408	46,408	96,543
Total expenditure		<u>250</u>	<u>46,408</u>	<u>46,658</u>	<u>96,807</u>
Net income/(expenditure)		-	(36,408)	(36,408)	(96,807)
Funds at 31 August 2021		-	59,739	59,739	168,155
Funds at 31 August 2022		<u>£-</u>	<u>£23,331</u>	<u>£23,331</u>	<u>£71,348</u>

FORMATIO

The charity had no recognised gains or losses other than as disclosed in the Statement of Financial Activities for the year ended 31 August 2022.

The accompanying notes form part of these financial statements.

Formatio CIO: Balance Sheet As at 31 August 2022

		2022	2021
	Notes	£	£
CURRENT ASSETS			
Cash at bank and in hand		25,331	71,598
CREDITORS: Amounts falling due within one year	6	2,000	11,859
NET ASSETS		<u>£23,331</u>	<u>£59,739</u>
FUNDS AND RESERVES			
Unrestricted		-	-
Restricted	7	23,331	59,739
		<u>£23,331</u>	<u>£59,739</u>

The accompanying notes form part of these financial statements.

Approved by the Trustees on

2023 and signed on their behalf by



Catherine Bryan
Chair of Trustees



Paul Barber
Trustee

FORMATIO

FORMATIO CIO

NOTES TO THE FINANCIAL STATEMENTS

FOR THE PERIOD ENDED 31 AUGUST 2022

ACCOUNTING POLICIES

The principal accounting policies adopted, judgements and key sources of estimation uncertainty in the preparation of the financial statements are as follows:

Basis of preparation

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).

Formatio CIO 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).

Assessment of going concern

The Trustees have assessed whether the use of the going concern assumption is appropriate in preparing these accounts. The Trustees have made this assessment in respect to a period of one year from the date of approval of these accounts. The Trustees of the charity have concluded that there are no material uncertainties related to events or conditions that may cast significant doubt on the ability of the charity to continue as a going concern. The Trustees are of the opinion that the charity will have sufficient resources to meet all its liabilities as they fall due.

Income

Income is recognised when the charity has entitlement to the funds, any performance conditions attached to the item(s) of income have been met, it is probable that the income will be received and the amount can be measured reliably.

Income from grants is recognised when the charity has entitlement to the funds, any performance conditions attached to the grants have been met, it is probable that the income will be received and the amount can be measured reliably and is not deferred.

Donated services and facilities

Donated professional services and donated facilities are recognised as income when the charity has control over the item, any conditions associated with the donated item have been met, the receipt of economic benefit from the use by the charity of the item is probable and that economic benefit can

FORMATIO

be measured reliably. In accordance with the Charities SORP (FRS 102), general volunteer time is not recognised.

On receipt, donated professional services and donated facilities are recognised on the basis of the value of the gift to the charity which is the amount the charity would have been willing to pay to obtain services or facilities of equivalent economic benefit on the open market; a corresponding amount is then recognised in expenditure in the period of receipt.

Fund accounting

Unrestricted funds are available to spend on activities that further any of the purposes of charity.

Restricted funds are donations which the donor has specified are to be solely used for particular areas of the charity's work or for specific artistic projects being undertaken by the charity.

Expenditure

Expenditure is recognised once there is a legal or constructive obligation to make a payment to a third party, it is probable that settlement will be required and the amount of the obligation can be measured reliably. Expenditure is classified under the following activity headings:

- Expenditure on charitable activities comprises the cost of operating the regional hubs.
- Other expenditure represents those items not falling into any other heading.

Cash at bank and in hand

Cash at bank and cash 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.

Creditors and provisions

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

FORMATIO CIO

NOTES TO THE FINANCIAL STATEMENTS (continued)

FOR THE PERIOD ENDED 31 AUGUST 2022

1. GRANTS AND DONATIONS

	Unrestricted	Restricted	2022	2021
	£	£	Total	Total
			£	£
Assumption Legacy Fund	-	-	-	-
Sisters of the Holy Cross		10,000	10,000	
Donations	250	-	250	-
	<u>£250</u>	<u>£-</u>	<u>£10,250</u>	<u>£-</u>

2. EXPENDITURE ON CHARITABLE ACTIVITIES

	2022	2022	2022	2021
	Unrestricted	Restricted	Total	Total
	£	£	£	£
Costs of charitable objectives	-	46,408	46,408	96,543
Governance costs (including Independent Examination fees)	250	-	250	264
	<u>£250</u>	<u>£46,408</u>	<u>£46,658</u>	<u>£96,807</u>

3. NET INCOME/EXPENDITURE FOR THE YEAR

	2022	2021
	£	£
This is stated after charging:		
Independent Examiner's remuneration		
-Examination	100	100
-Accountancy services	150	150
	<u>£250</u>	<u>£250</u>

NOTES TO THE FINANCIAL STATEMENTS (continued)

FOR THE PERIOD ENDED 31 AUGUST 2022

4. STAFF COSTS

There were on average 2 (2021: 2) employees during the period and their Remuneration was:

	2022 £	2021 £
Salaries	27,653	35,526
Social Security Costs	2,279	2,308
Pension	1,274	1,617
	-----	-----
	31,206	39,451
	=====	=====

5. TAXATION

The charity is exempt from tax on income and gains falling within section 505 of the Taxes Act 1988 or section 252 of the Taxation of Chargeable Gains Act 1992 to the extent that these are applied to its charitable object.

6. CREDITORS: amounts falling due within one year

	2022 £	2021 £
Accruals and deferred income	2,000	11,859
	-----	-----
	--	
	£2,000	£11,859
	=====	=====

7. RESTRICTED FUNDS

Period ended 31 August 2022	Fund balance At start of year £	Income £	Expenditure £	Fund balance At end of Year £
Assumption Legacy Fund	59,739	-	46,408	13,331
Sisters of the Holy Cross	-	10,000	-	10,000
	-----	-----	-----	-----
	£59,739	£10,000	£46,408	£23,331
	=====	=====	=====	=====

FORMATIO

FORMATIO CIO

NOTES TO THE FINANCIAL STATEMENTS (continued)

FOR THE PERIOD ENDED 31 AUGUST 2022

8. ANALYSIS OF NET ASSETS

At 31 August 2022

	Unrestricted Funds £	Restricted Funds £	Resources £
Current Assets	-	25,331	25,331
Current Liabilities	-	(2,000)	(2,000)
	£-	£23,331	£23,331

FORMATIO

England & Wales - Charity number 1182947

Accounts

Charity number: 1182947

FORMATIO

CHARITY TRUSTEES' REPORT AND FINANCIAL STATEMENTS

FOR THE PERIOD ENDED 31 AUGUST 2021

CHARITY REGISTRATION NUMBER 1182947

FORMATIO

CONTENTS

Charity Trustees' Report	3
Independent Examiner's Report.....	11
Statement of Financial Activities.....	12
Balance Sheet.....	13
Notes to the Financial Statements.....	14

Formatio

Charity Trustees' Report period ended 31 August 2021

Reference and Administrative Details

Charity Trustees

Bishop Alan Stephen Williams
Catherine Anne Bryan
Dr Arthur Naylor
Paul Edward Stephen Barber
Jane Ann Beever
Professor Margaret Ann House (resigned October 2020)
Michael Peter Shorten
Fr Adrian Porter SJ
Anne Marie Whittle
Margaret Sue Cronin
Timothy Mark Warren (resigned September 2020)
Rt Hon Jennifer Nancy Willott OBE
Angela Mary Cox OBE
Robert Simpson
Colleen Mary Collett
Damian Cunningham (joined October 2020)

Bankers:

Lloyds Bank PLC
Commercial Banking
PO Box 1000
BX1 1LT

Charity registered number:

1182947

Principal office:

39 Eccleston Square
London
SW1V 1BX

Introduction

The Charity Trustees present their annual report together with the financial statements of *FORMATIO* for the period ended 31 August 2021.

Structure, Governance and Management

Formatio is a Charitable Incorporated Organisation incorporated on 11th April 2019. Its objects are to advance the Catholic religion for the public benefit by supporting Catholic education, and, in particular, to do so by promoting the formation of teachers, leaders and governors in Catholic education. The constitution of *Formatio* provides for a national network of Associate Members, consisting of the 22 Catholic dioceses of England and Wales, all Catholic universities, teaching schools (in England) and pioneer schools (in Wales). Representatives of the Associate Members meet together in four Regional Hubs.

The affairs of *Formatio* are managed by its national Steering Group, who are the Charity Trustees. Eight of the Charity Trustees are elected by the Associate Members, with two being elected by the Associate Members of each Region. Elected Charity Trustees are elected for a term of three years. Ten Charity Trustees are appointed, one each by the four Catholic universities, The Bishops' Conference, the Conference of Religious and the Catholic Independent Schools' Conference, and three by the Catholic Education Service. The Charity Trustees have the power to co-opt up to three further Charity trustees.

Charity Trustees

The Charity Trustees shown in the reference and administrative details of the CIO served throughout the period covered by this report except where otherwise shown.

No Charity Trustee received any remuneration from the charity during the period. No Charity Trustee had any beneficial interest in any contract with the charity during the period.

Risk Management

The CIO has assessed major risks faced by the charity and sought to establish systems and procedures to mitigate those risks. The main risks are the risk arising from the CIO's dependency on its main funder and the risk of loss of key staff, committee members and Charity Trustees.

Potential Conflicts of Interest

A Charity Trustee must:

1. Declare the nature and extent of any interest, direct or indirect, which he or she has in a proposed transaction or arrangement with the CIO or in any transaction or arrangement entered into by the CIO which has not previously been declared, and
2. Absent himself or herself from any discussion of the Charity Trustees in which it is possible that a conflict of interest will arise between his or her duty to act solely in the interests of the CIO and any personal interest (including but not limited to any financial interest).

Any Charity Trustee absenting himself or herself from any discussion with this clause must not vote or be counted as part of the quorum in any decision of the Charity Trustees on the matter.

Achievements and Performance

Introduction

The Catholic Church provides more than 2,200 educational institutions across England and Wales and the Bishops of each of the twenty-two dioceses, remain committed to providing a place in a Catholic school for every Catholic child, whilst striving to ensure a place for children whose parents seek a Catholic education for their child. Along with Catholic primary and secondary schools, which make up 10% of all state-funded schools, there are more than one hundred Catholic independent schools, fifteen Catholic Sixth Form Colleges, ten Catholic Special Schools, four Catholic universities and a significant number of other Catholic Higher Education Institutions. Education remains a priority for the Bishops of England and Wales and *Formatio* is the national strategy for leadership and governance which aims to *form, nourish and sustain* Catholic leaders and governors who share responsibility for this central area of the Church's mission.

To ensure that Catholic school places are available in schools where academic standards, required by canon law to be "at least as academically distinguished as that in the other schools of the area" (Canon 806 §2), we must take seriously the ongoing need to *form, nourish and sustain* Catholic school leaders. Nothing is in isolation, however, and we need to look wider and develop a proactive strategy to encourage students in our schools, colleges and universities into teaching.

The year, September 2020 to August 2021, included two further extended periods of national lockdown as the COVID 19 pandemic continued. Along with all schools, Catholic schools remained open for vulnerable children and the children of key workers. For all others, teaching and learning continued online with schools supporting families throughout these periods in numerous ways, made possible by the outstanding commitment and professionalism of all staff under the leadership of dedicated senior leaders and governors. The challenge of these last twelve months is unprecedented and will inevitably have an impact on Catholic school leaders. Whilst some have agreed to delay personal plans and continue in post, for many others the impact of the pandemic has encouraged them to bring forward plans for retirement or to look for other opportunities. The recruitment of senior Catholic leaders is expected to be increasingly acute as those with less experience step up and require significant, ongoing support. The issues continue to be complex and multi-layered and there are no quick fixes or easy solutions. The way forward is to persevere in working together, with open and honest consultation and collaboration, sharing resources in order that the most vulnerable are strengthened and all are empowered.

Formatio Vision Statement

The national strategy for leadership and governance conveys a clear vision to *form, nourish and sustain* Catholic leaders of education for faithful service founded on courage, humility, hopefulness and joy. This vision statement is the outcome of collaboration with Catholic school, college and university leaders, who identified the key themes and characteristics of effective and wholesome Catholic leadership, appropriate for our time. It was agreed by the Steering Group at their Spring 2019 meeting and is universally accepted.

National Strategy and Regional Hubs

Despite the unavoidable disruption of this year, *Formatio* continued to work through the Steering Group and regional hubs to *form, nourish and sustain* leaders of Catholic education, adapting and diversifying through the medium of virtual meetings along with the rest of the world. The work of *Formatio* continued through termly online meetings of the national Steering Group and the continued collaboration of dioceses with the Catholic universities and teaching schools in the four regional hubs where meetings also continued online. The hub model has become well embedded, providing an effective way of working for this key group of stakeholders, enabling them to work collegially for the Common Good in Catholic education. There can be no doubt that the Hub Development Officer (HDO) roles have been instrumental in implementing the strategy and developing policy. Whilst respecting the autonomy of dioceses, moving towards a one church approach with equality of provision and access to high quality formation and professional development regardless of geographical location was the reason for introducing this strategy. We continue, step by step, to identify the blocks and how to remove them at the right levels to secure the future for the whole sector.

We are fortunate to have the invaluable support and insight of Bishop Alan Williams SM, the Catholic Bishops' Conference of England and Wales (CBCEW) representative on the Steering Group and also a member of the Department of Education and Formation where he gives regular *Formatio* updates. *Formatio* is a national strategy, involving key stakeholders and goes beyond particular individuals or projects. It is the responsibility of the *Formatio* Steering Group to ensure that ways are found to continue to *form, nourish and sustain* leaders of Catholic education, including governors, until the Bishops decide that the priority is otherwise.

North West Regional Hub (Dioceses of Lancaster, Liverpool, Salford, Shrewsbury, Wrexham)

Following the resignation of Tim Warren, Director of Education, Archdiocese of Liverpool, Damian Cunningham, Director of Education, Diocese of Shrewsbury, replaced him as NW Hub Chair during the Autumn term.

The 2020/21 cohorts of delegates on Middle and Senior Leadership programmes completed some face to face training before the first lockdown and continued with virtual sessions throughout the academic year.

The main priority over the year was the ongoing work on the Leadership Development Framework for the Northwest Catholic Dioceses Training Partnership (NWCDTP). The five diocesan Directors of Education agreed at the beginning of the academic year, that in the unique circumstances of the pandemic, they would meet more frequently and dedicate quality time to review and renew the mission and vision of the NWCDTP, using the *Formatio* strategy as the focus. Each diocesan director took responsibility for overseeing one of the five strands of the strategy which ensured that a Leadership Development Framework Prospectus was published in good time for recruitment across the five dioceses in the summer term, with courses beginning in the Autumn term 2021.

The second priority was the completion of the leadership resource, 'Accompaniment to Headship', a project funded by the Equality and Diversity Fund. This included a video production of interviews with ten Head Teachers across the four regional hubs designed to inspire, support and facilitate discussion around stepping up to senior leadership roles in Catholic education. This is available to all dioceses.

The Catholic School Leadership Survey and Talent Management Matrix developed by the Archdiocese of Liverpool in collaboration with Liverpool Hope University, were piloted initially in the Archdiocese of Liverpool, where early analysis has confirmed that both serving and aspiring Catholic leaders continue to be motivated and sustained by a strong sense of vocation in their ministry. All dioceses in the NW hub have committed to using these tools with Salford trialling this year. There is national interest in this resource and the NW HDO presented to each of the other three regional hubs for future consideration.

North East Regional Hub (Dioceses of Hallam, Hexham & Newcastle, Leeds, Middlesbrough, Nottingham)

A successful bid to the Leadership Equality and Diversity Programme (2018-2020 Lancashire and West Yorkshire) funded by the Department for Education, enabled dioceses within the specified area to sponsor places on the Aspiring Secondary Head Teacher programme. An accompanying booklet has been produced to support those applying for senior leadership positions in Catholic schools. An initiative led by a Catholic Teaching School in the diocese of Hexham and Newcastle to draw on the expertise of other Catholic Teaching Schools across the country and produce a senior leadership framework has been well received and is moving at pace. The diocese also offers continued professional development for aspiring secondary leaders at all levels culminating in an inter diocesan residential for participants across the NE hub.

Following the launch of Audax Ducis by the diocese of Leeds, system leaders from the dioceses of Leeds and Middlesbrough supported this initiative for Primary Head Teacher induction which received positive feedback. The diocese of Middlesbrough has shared across the hub, Ethics and Principles of Catholic Leadership course, designed to complement those completing National Professional Qualifications (NPQs) at Head Teacher, Senior and Middle Leader levels. Designed and delivered by Catholic leaders, it offers the opportunity to explore leadership qualities and features unique to Catholic schools.

The DfE Head Teachers's Standards (2020) document has been amended by Leeds diocese to integrate the essential virtues for Catholic leadership into the descriptors and has been shared with all dioceses in the NE hub. Work on the Catholic School Leadership survey is underway in the NE dioceses and discussions begun with Leeds Trinity University with a view to support for the analysis of data. A pilot with Leeds diocese Secondary Head Teachers will enable it to be refined and localised before being rolled out across the NE.

South East Regional Hub (Dioceses of Arundel & Brighton, Brentwood, East Anglia, Northampton and the Archdioceses of Southwark and Westminster)

Through the collaboration of two Catholic Teaching Schools in the dioceses of Brentwood and Westminster, well established continued professional development for Aspiring Head Teachers and Middle Leaders is available across the SE hub. Participants are required to present final assessment projects to a panel which includes the SE HDO and other HDOs. Middle leadership programmes continued to be successfully delivered including through the diocese of Arundel & Brighton which is delivered in conjunction with St Mary's University with the option of an additional project to accrue credits towards the MA in Catholic School Leadership.

Throughout the year, an ongoing focus for discussion in the SE hub was the impending changes as the current licence for NPQ providers and the Teaching School programme comes to an end on 31 August 2021. The impact will not become apparent until the next academic year, however, changes that include the replacement of the current NPQML will leave a void for opportunities that specifically focus on middle leadership in a Catholic context.

An initiative in the Archdiocese of Southwark, the apprenticeship scheme for Youth Work and Chaplaincy with St Mary's University as the training provider, is available throughout the SE hub and beyond. The course includes the Catholic Certificate in Religious Studies (CCRS) with the potential to provide an additional pathway towards teaching.

South West Regional Hub (Dioceses of Clifton, Menevia, Plymouth, Portsmouth, Archdioceses of Birmingham and Cardiff)

A successful appointment was made to the post of SW HDO during summer 2020 and Lyn Bourne, an active member of the SW hub and serving executive Head Teacher in the diocese of Portsmouth, took up post from 1 October 2020.

The six SW dioceses agreed to prioritise the roll out of the Leadership survey and Talent Management Matrix and invited the NW HDO to present the pilot report. The analysis, completed by Birmingham Diocesan Education Service, highlighted the need for formation for aspiring leaders across the hub to address an ongoing shortage of candidates for leadership posts at all levels. A further priority is to develop a *Grow Your Own* strategy across the hub to provide a pipeline of Catholic students for ITT.

Opportunities for further collaboration with the NW hub came with several Head Teachers from across the region being interviewed and filmed for the Accompaniment to Headship resource.

The SW HDO has been involved, from its concept, with the Church of England Foundation for Educational Leadership partnership with the CES as a licensed provider of the revised suite of National Professional Qualifications. This has involved contributing to the content of the NPQ programmes and, being school-based, through the involvement of her school as a delivery partner.

Formatio National Projects

Formation for leaders of Catholic Multi Academy Trusts (CMATs)

With a changing educational landscape and a growing number of CMATs established across England, a national day conference, the second, was hosted online by the Archdiocese of Birmingham in September 2020. Following discussion at the Autumn term Steering Group meeting, it was agreed that as the number continues to increase, any further national events and opportunities need to be supported and co-ordinated centrally. In addition, dioceses meet regularly with CMAT leaders to support their development as well as establishing strong relationships between the academy trusts and the dioceses.

In response, consultative focus group meetings for leaders of Catholic MATs took place in each regional hub in October 2020 and January 2021 to garner views from those more or less experienced in MAT leadership on the needs and requirements of peers and, possibly, those considering a MAT leadership role in the future. Plans to host a CEO/CSEL formation programme in 2020 were postponed until the next academic year due to the ongoing challenges of the pandemic, however, a series of webinars were arranged for the end of the summer term 2021 which were well attended with positive feedback.

Executive Leaders Formation Programme

Although there had been over forty expressions of interest, in light of the ongoing uncertainties during this year, a decision was made to postpone the 2020/21 residential programme for Catholic executive school leaders.

National Catholic Leadership Competency Framework

An initiative from Carmel College, Darlington in the NE hub, for aspiring and developing Catholic leaders, brings together the expertise of Catholic Teaching Schools across the country to produce a competency-based training programme informed by Catholic Social Teaching for delivery at diocesan level for senior school leadership. Twenty senior Catholic leaders across the country are involved in the writing group to develop a leadership competency framework which will

- Support the early identification of leadership potential
- Provide school based informal opportunities to nurture these competencies
- Provide a formal, nationally agreed diocesan level training course that develops these leadership competencies in preparation for senior leadership positions

The competency framework is built around five strands that cover the roles of responsibility within senior leadership of Catholic schools. The golden thread of Catholic Social Teaching [CST] underpins each strand. The project has developed a bibliography and CST document as a starting point for background reading for both attendees and those delivering.

National Provider of National Professional Qualifications (NPQs)

In Autumn 2020, the CES was invited by Church of England Foundation for Educational Leadership to be a strategic partner in a DfE licence bid to deliver the revised suite of NPQs nationally. We are delighted the bid was successful and all Church of England and Catholic Directors of Education met virtually for the launch shortly after Easter. Over the next four years this will draw together the professionalism and expertise of school staff from both sectors in a vision driven approach to the design and delivery of the revised NPQs.

National Catholic induction resource for all staff working in Catholic schools and academies.

The overall aim of this project is to produce an easily accessible, inviting, attractive and formative resource to assist staff in their understanding of how the Catholic life of our schools is expressed through the roles of the people who work in them. External funding is being sought to support the production of this resource.

Online Induction Training for Governors

This training is free to all governors in Catholic schools, to support their induction and ongoing training. The five modules introduce governors to the fundamentals of the Church, the distinctiveness of Catholic schools

and the responsibilities and roles of governors therein. This may be accessed using the link on the *Formatio* website ([Governors \(formatio.org.uk\)](http://Governors(formatio.org.uk))).

Collaboration with Catholic Universities

As a result of several regional hub projects extending nationally, opportunities are opening up to collaborate in a more tangible way with Catholic universities. Liverpool Hope and Leeds Trinity are supporting dioceses with the analysis of leadership surveys in order to support a more strategic approach to succession planning. Initial discussions with St Mary's University to explore the possibility of accreditation for the National Catholic Leadership Framework and also for the Catholic leadership formation and development programmes in the NW hub are underway.

The Catholic Education Service (CES) has commissioned St Mary's to undertake a discrete research project to investigate the extent of the problem faced by Catholic secondary schools in recruiting and retaining RE teachers. In addition, St Mary's will lead a national working party to explore the recruitment and retention of RE teachers for Catholic schools with representatives from CBCEW, CES, *Formatio*, NBRIA, ATCRE and CREDO as well as senior school leaders.

Formatio Future Plans

The project will continue as a direct result of the development work and initiatives of the HDOs which has brought dioceses within the regional hubs together and begun to change the culture and mindset, empowering colleagues to think and act in a different way. The regional hubs are now considered to be part of the national infrastructure and are also used for other initiatives, eg National Denominational Inspection Framework.

As ever, the educational landscape continues to change and challenge. The teaching school programme ended on 31 August 2021 to be replaced by Teaching School Hubs from September 2021. Of the 750 teaching schools in England, 95 were Catholic with a good geographical spread across the country. The teaching school hub programme, creates a network of 87 teaching school hubs, of which 8 are Catholic, mostly concentrated in the NW and NE. This change will impact on the *Formatio* Steering Group which includes elected representatives from Catholic Teaching Schools from each regional hub. The Steering Group considered this at their meeting on 16 March 2021 meeting and will continue discussions to review the associate membership.

Formatio is a national strategy, involving multiple stakeholders and whilst the HDOs have been critical in establishing and embedding this, the strategy goes beyond particular individuals or projects. It is the responsibility of the *Formatio* Steering Group to ensure that ways are found to continue to form, nourish and sustain leaders of Catholic education, including governors, until the bishops decide the priority is otherwise

Financial review

Reserves Policy

The operational policy for *Formatio* is to ensure that it has adequate financial reserves to meet its charitable obligations and day-to-day working requirements, as well as to meet future commitments. *Formatio* is reliant on income from fundraising to meet this operational policy. All funds are treated as restricted and are administered by the Charity Trustees. The organisation currently has no infrastructure costs. Support services for the current project are provided on a voluntary basis.

Financial Statement

The grant awarded for this project totals £250k. During lockdown, in May 2020, *Formatio* made a further successful bid to the Assumption Legacy Fund to extend the funding for the NW and NE Hub Development Officers for a further year, until August 2021. The grant continues to be spent, as planned, on the salaries of the four hub development officers and has not deviated from this.

Fixed term contracts apply to all those engaged on the project.

Charity Trustees' Responsibilities Statement

The Charity Trustees are responsible for preparing the CIO's Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

The law applicable to charities in England & Wales requires the Charity Trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the CIO and of the incoming resources and application of resources of the CIO for that period. In preparing these financial statements, the Charity Trustees are required to:

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

The Charity Trustees are responsible for keeping proper accounting records that are sufficient to show and explain the CIO's transactions and disclose with reasonable accuracy at any time the financial position of the CIO and enable them to ensure that the financial statements comply with the Charities Act 2011, the Charity (Accounts and Reports) Regulations 2008 and the provisions of the Charity's constitution. They are also responsible for safeguarding the assets of the CIO and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

This report was approved by the Charity Trustees on 30 June 2022 and signed on their behalf by:



Catherine A Bryan, Chair, *Formatio* Steering Group

INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF FORMATIO CIO

I report to the trustees on my examination of the accounts of the Formatio CIO (the Trust) for the year to 31 August 2021.

Responsibilities and basis of report

As the charity trustees of the Trust, you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ('the Act').

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

Independent examiner's statement

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

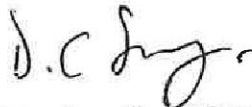
(1) accounting records were not kept in respect of the Trust as required by section 130 of the Act; or

(2) the accounts do not accord with those records; or

(3) the accounts do not comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 other than any requirement that the accounts give a 'true and fair' view which is not a matter considered as part of an independent examination.

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

Name: David Smy



Address: Belvedere House, Granville Road, Bath, BA2 6PT

Date: 21 June 2022

Formatio CIO: Statement of Financial Activities
(including Income & Expenditure Account)

For the year ended 31 August 2021

	Notes	Unrestricted £	Restricted £	2021 Total £	2020 Total £
INCOME from					
Donations and legacies:					
Grants	1	-	-	-	250,000
Donations		-	-	-	250
		-----	-----	-----	-----
Total income		-	-	-	250,250
		-----	-----	-----	-----
EXPENDITURE on					
Support costs		264	-	264	250
Charitable activities:					
Operational costs of regional hubs	2	96,543	-	96,543	81,845
		-----	-----	-----	-----
Total expenditure		96,807	-	96,807	82,095
		-----	-----	-----	-----
Net income/(expenditure)		(96,807)	-	(96,807)	168,155
Funds at 31 August 2021		168,155		168,155	-
		-----	-----	-----	-----
Funds at 31 August 2021		£71,348	£-	£71,348	£168,155
		=====	=====	=====	=====

The charity had no recognised gains or losses other than as disclosed in the Statement of Financial Activities for the year ended 31 August 2021.

The accompanying notes form part of these financial statements.

Formatio CIO: Balance Sheet as at 31 August 2021

	Notes	2021 £	2020 £
CURRENT ASSETS			
Cash at bank and in hand		71,598	250,000
CREDITORS: Amounts falling due within one year			
	6	11,859	81,845
NET ASSETS		<u>£59,739</u>	<u>£168,155</u>
FUNDS AND RESERVES			
Unrestricted		-	-
Restricted	7	59,739	168,155
		<u>£59,739</u>	<u>£168,155</u>


The accompanying notes form part of these financial statements.

Approved by the Trustees on

2022 and signed on their behalf by



Catherine Bryan
Chair of Trustees



Paul Barber
Trustee

Catherine Bry
Chair of Trust

ACCOUNTING POLICIES

The principal accounting policies adopted, judgements and key sources of estimation uncertainty in the preparation of the financial statements are as follows:

Basis of preparation

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).

Formatio CIO 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).

Assessment of going concern

The Trustees have assessed whether the use of the going concern assumption is appropriate in preparing these accounts. The Trustees have made this assessment in respect to a period of one year from the date of approval of these accounts. The Trustees of the charity have concluded that there are no material uncertainties related to events or conditions that may cast significant doubt on the ability of the charity to continue as a going concern. The Trustees are of the opinion that the charity will have sufficient resources to meet all its liabilities as they fall due.

Income

Income is recognised when the charity has entitlement to the funds, any performance conditions attached to the item(s) of income have been met, it is probable that the income will be received and the amount can be measured reliably.

Income from grants is recognised when the charity has entitlement to the funds, any performance conditions attached to the grants have been met, it is probable that the income will be received and the amount can be measured reliably and is not deferred.

Donated services and facilities

Donated professional services and donated facilities are recognised as income when the charity has control over the item, any conditions associated with the donated item have been met, the receipt of economic benefit from the use by the charity of the item is probable and that economic benefit can be measured reliably. In accordance with the Charities SORP (FRS 102), general volunteer time is not recognised.

On receipt, donated professional services and donated facilities are recognised on the basis of the value of the gift to the charity which is the amount the charity would have been willing to pay to obtain services or facilities

of equivalent economic benefit on the open market; a corresponding amount is then recognised in expenditure in the period of receipt.

Fund accounting

Unrestricted funds are available to spend on activities that further any of the purposes of charity.

Restricted funds are donations which the donor has specified are to be solely used for particular areas of the charity's work or for specific artistic projects being undertaken by the charity.

Expenditure

Expenditure is recognised once there is a legal or constructive obligation to make a payment to a third party, it is probable that settlement will be required and the amount of the obligation can be measured reliably. Expenditure is classified under the following activity headings:

- Expenditure on charitable activities comprises the cost of operating the regional hubs.
- Other expenditure represents those items not falling into any other heading.

Cash at bank and in hand

Cash at bank and cash 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.

Creditors and provisions

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

NOTES TO THE FINANCIAL STATEMENTS (continued)

FOR THE PERIOD ENDED 31 AUGUST 2021

1. GRANTS AND DONATIONS 2021 2020

	Unrestricted £	Restricted £	Total £	Total £
Assumption Legacy Fund	-	-	-	250,000
Donations	-	-	-	250
	<u>£-</u>	<u>£-</u>	<u>£-</u>	<u>£250,250</u>

2. EXPENDITURE ON CHARITABLE ACTIVITIES

	2021 Unrestricted	2021 Restricted	2020 Total
Costs of charitable objectives	-	108,416	82,095
Governance costs (including Independent Examination fees)	-		
	<u>£-</u>	<u>£108,416</u>	<u>£82,095</u>

3. NET INCOME/EXPENDITURE FOR THE YEAR

This is stated after charging:

Independent Examiner's remuneration

- Examination

- Accountancy services

	2021 £	2020 £
- Examination	100	100
- Accountancy services	150	150
	<u>£250</u>	<u>£250</u>

4. STAFF COSTS

There were on average 2 employees during the period and their remuneration was:

	2021 £	2020 £
Salaries	35,526	40,902
Social security costs	2,308	2,996
Pension costs	1,617	1,824
	<u>39,451</u>	<u>45,723</u>

**No employee received emoluments totalling
£60,000 or more**

5. TAXATION

The charity is exempt from tax on income and gains falling within section 505 of the Taxes Act 1988 or section 252 of the Taxation of Chargeable Gains Act 1992 to the extent that these are applied to its charitable object.

6. CREDITORS: amounts falling due within one year

	2021 £	2020 £
Accruals and deferred income	11,859	81,845
	<u>£11,859</u>	<u>£81,845</u>
	=	

7. RESTRICTED FUNDS

Period ended 31 August 2021	Fund balance At start of year £	Income £	Expenditure £	Fund balance At end of Year £
Assumption Legacy Fund	168,155	-	108,416	59,739
	<u>£168,155</u>	<u>£-</u>	<u>£108,416</u>	<u>£59,739</u>

8. ANALYSIS OF NET ASSETS

At 31 August 2021

	Unrestricted Funds £	Restricted Funds £	Resources £
Current Assets	-	71,598	71,598
Current Liabilities	-	(11,859)	(11,859)
	<u>£-</u>	<u>£59,739</u>	<u>£59,739</u>

FORMATIO

England & Wales - Charity number 1182947

Accounts

Charity number: 1182947

FORMATIO

CHARITY TRUSTEES' REPORT AND FINANCIAL STATEMENTS

FOR THE PERIOD ENDED 31 AUGUST 2020

CHARITY REGISTRATION NUMBER 1182947

FORMATIO

CONTENTS

Charity Trustees' Report	3
Independent Examiner's Report.....	10
Statement of Financial Activities.....	11
Balance Sheet.....	12
Notes to the Financial Statements.....	13

Formatio

Charity Trustees' Report period ended 31 August 2020

Reference and Administrative Details

Charity Trustees

Bishop Alan Stephen Williams
Catherine Anne Bryan
Dr Arthur Naylor
Paul Edward Stephen Barber
Jane Ann Beever
Professor John Scott Davidson (to September 2019)
Professor Margaret Ann House
Michael Peter Shorten
Fr Adrian Porter SJ
Anne Marie Whittle
Margaret Sue Cronin
Dr Daniel Doyle (to November 2019)
Timothy Mark Warren
Rt Hon Jennifer Nancy Willott OBE
Angela Mary Cox OBE
Robert Simpson
Colleen Mary Collett

Bankers:

Lloyds Bank PLC
Commercial Banking
PO Box 1000
BX1 1LT

Charity registered number:

1182947

Principal office:

39 Eccleston Square
London
SW1V 1BX

Introduction

The Charity Trustees present their annual report together with the financial statements of FORMATIO for the period ended 31 August 2020.

Structure, Governance and Management

Formatio is a Charitable Incorporated Organisation incorporated on 11th April 2019. Its objects are to advance the Catholic religion for the public benefit by supporting Catholic education, and, in particular, to do so by promoting the formation of teachers, leaders and governors in Catholic education. The constitution of *Formatio* provides for a national network of Associate Members, consisting of the 22 Catholic dioceses of England and Wales, all Catholic universities, teaching schools (in England) and pioneer schools (in Wales). Representatives of the Associate Members meet together in four Regional Hubs.

The affairs of *Formatio* are managed by its national Steering Group, who are the Charity Trustees. Eight of the Charity Trustees are elected by the Associate Members, with two being elected by the Associate Members of each Region. Elected Charity Trustees are elected for a term of three years. Ten Charity Trustees are appointed, one each by the four Catholic universities, The Bishops' Conference, the Conference of Religious and the Catholic Independent Schools' Conference, and three by the Catholic Education Service. The Charity Trustees have the power to co-opt up to three further Charity trustees.

Charity Trustees

The Charity Trustees shown in the reference and administrative details of the CIO served throughout the period covered by this report except where otherwise shown.

No Charity Trustee received any remuneration from the charity during the period. No Charity Trustee had any beneficial interest in any contract with the charity during the period.

Risk Management

The CIO has assessed major risks faced by the charity and sought to establish systems and procedures to mitigate those risks. The main risks are the risk arising from the CIO's dependency on its main funder and the risk of loss of key staff, committee members and Charity Trustees.

Potential Conflicts of Interest

A Charity Trustee must:

1. Declare the nature and extent of any interest, direct or indirect, which he or she has in a proposed transaction or arrangement with the CIO or in any transaction or arrangement entered into by the CIO which has not previously been declared, and
2. Absent himself or herself from any discussion of the Charity Trustees in which it is possible that a conflict of interest will arise between his or her duty to act solely in the interests of the CIO and any personal interest (including but not limited to any financial interest).

Any Charity Trustee absenting himself or herself from any discussion with this clause must not vote or be counted as part of the quorum in any decision of the Charity Trustees on the matter.

Achievements and Performance

Introduction

There are 853,435 pupils educated in 2,198 Catholic schools across twenty-two Catholic dioceses in England and Wales. The *Formatio* national strategy for leadership and governance was established in Summer 2017 supported by seed funding secured from the Assumption Legacy Fund for the purpose of employing four Hub Development Officers (HDOs) to work in four regional hubs across the twenty-two Catholic dioceses in England and Wales. The two HDOs in the North West and North East regional hubs were appointed from September 2018 and a successful appointment was made in the South East hub from September 2019. It is hoped that an appointment to the South West regional hub will be made during the 2020/2021 academic year.

Formatio Vision Statement

The national strategy conveys a clear vision to *form, nourish and sustain* Catholic leaders of education for *faithful service founded on courage, humility, hopefulness and joy*. This vision statement is the outcome of collaboration with Catholic school, college and university leaders, who identified the key themes and characteristics of effective and wholesome Catholic leadership, appropriate for our time. It was agreed by the Steering Group at their Spring 2019 meeting and is universally accepted.

National Strategy and Regional Hubs

The hub-based regional model for diocesan collaboration is established with four regional chairs in place. Termly reports to the national *Formatio* Steering Group from the HDOs have demonstrated the benefits of the regional hub model and the role of the HDOs which has facilitated the collaboration and co-operation of dioceses within each hub ensuring that all are empowered to *form, nourish and sustain* serving and aspiring leaders of Catholic education.

The national strategy has been used by regions to work effectively with their diocesan neighbours, adapt and refine processes that already existed and, in some instances, start to establish new processes. The *Formatio* Steering Group has worked to successfully unlock huge potential and a wealth of resources, not apparent before and there remains so much more to be developed in order to maximise this. It has provided the opportunity to bring together what works well in order to enhance the whole range of faith formation and professional development for leadership and governance in Catholic education. The *Formatio* national strategy empowers dioceses to collaborate regionally in order to strengthen provision and maximise opportunity.

In the NW, where the dioceses had formed the North West Catholic Dioceses Training Partnership fifteen years ago, there is a long history of working in partnership to provide leadership development and formation. There is a well embedded Framework for Leadership Development supporting teachers at every stage of their career. Similarly, in the NE, a number of cross diocesan programmes and initiatives developed over recent years, are now being supported and further developed by the NW HDO.

The SE and SW regional hubs are now established, though less advanced in their progress. Diocesan directors in both regional hubs are committed to the national strategy and to working together to ensure that the structures are in place to facilitate this.

North West Regional Hub

The North West regional hub includes the Catholic dioceses of Lancaster, Salford, Shrewsbury, Wrexham and the archdiocese of Liverpool. The NW HDO works with the North West Catholic Dioceses Training Partnership, driving the collaboration and contributing to the strategic vision for continued future development of the priority of forming Catholic leaders for the future.

The group continued to work to ensure that all leaders are encouraged to gain the National Professional Qualifications (NPQs), appropriate to their professional development and preparation for leading a school(s). Previous collaboration with providers of the NPQs confirmed that the content of the government programmes cannot be adapted to meet the distinctive needs of the Catholic leader but all North West

dioceses agreed to adopt the model developed in the Archdiocese of Liverpool. Colleagues applying for the NPQs through their dioceses will be placed in a Catholic hub, so that they study the programme with other Catholic leaders and delivery of the programme content will involve Catholic leaders.

The NW HDO has been heavily involved in the framework for Catholic Leadership programmes which has been secured for 2019/20 academic year with colleagues having started the Catholic Middle Leaders programme at the beginning of the Autumn term. The newly developed Catholic Senior Leader Programme has been launched with recruitment for January 2020 underway. In July 2020, a NW regional hub day was planned for newly appointed head teachers across the five dioceses offering a variety of nourishing and sustaining opportunities to support them in their role; this had to be postponed. The partnership submitted a bid to the Leadership Equality and Diversity (LED) Programme Fund to support the ongoing development of the *forming, nourishing, sustaining* offer for Catholic leaders at all levels.

Following a review and refresh of the Catholic Leadership programmes and replaced by the Framework for Leadership Development which was launched in September 2019, it is evident that delegates are on the programme most appropriate to them for whichever stage they are in their career. Feedback from the programme leaders confirms that the revised framework and progression structure has resulted in better recruitment onto the programmes and that delegates are ambitious and committed future Catholic Leaders. There are 50 delegates from all five dioceses on both the Catholic middle leadership programme and the Catholic senior leadership programme. Aspiring to Assistant Head Teacher/Deputy Head Teacher programme has 39 delegates, Aspiring to Headship 18 delegates and Accompaniment to Headship 13 delegates, supported by DfE Equality and Diversity Fund.

North East Regional Hub

The North East regional hub includes the Catholic dioceses of Hallam, Hexham & Newcastle, Leeds, Middlesbrough, and Nottingham. The NE HDO has worked with all dioceses across the region and agreed priorities for the 2019/20 academic year, including the development of a resource focusing on the ethics of Catholic school leadership. To progress this, the NE HDO joined the Leeds diocesan Virtues and Leadership HT working group which is informed by “Moving towards Virtuous Professional Practice”, a paper on Catholic leadership standards produced by the Jubilee Centre for Character and Virtues. Leeds diocese piloted a mentoring scheme for new head teachers during their first five years, with mentor training facilitated by Leeds Trinity University. The programme is underpinned by the head teacher standards and will be shared across the hub following the pilot.

The NE HDO is also worked with Leeds Trinity University, to explore how a more effective partnership might be developed with reference to the *Formatio* national strategy. Early Career Development training and development resources will be piloted in Bradford and shared with other dioceses following the pilot. The dioceses of Leeds and Middlesbrough have collaborated on a new initiative, *Audax Ducis*, launched during the 2019/20 academic year to support induction for new Primary head teachers.

Growing collaboration between the five NE dioceses enabled further work to be undertaken with North East Teaching Schools across the region and the NE HDO has worked with a number of dioceses to maximise opportunities for teaching schools supporting and developing Catholic leaders. A successful bid to the DfE Equality and Diversity Fund supported 15 participants on the Aspiring Secondary HT programme across Lancashire and West Yorkshire. This programme, originally developed by the diocese of Hexham & Newcastle with cross diocesan delegates, has been refreshed to better reflect the *Formatio* national strategy.

The Leadership Academy in the diocese of Nottingham was established in direct response to the four academy trusts that have been established in the diocese and the need to *form, nourish and sustain* key staff; participants on the programmes followed a rigorous recruitment process. The Developing Leaders (RQTs/Middle Leaders) and Advancing Leaders (Middle Leaders/Senior Leaders) programmes both have 17

delegates. The NE HDO hopes that opportunities will become available for delegates from other NE dioceses to participate in the future.

South East Regional Hub

The South East regional hub includes the Catholic dioceses of Arundel & Brighton, Brentwood, East Anglia, Northampton and the archdioceses of Southwark and Westminster. A successful appointment was made at the end of the summer term 2020 and the SE HDO will take up post in September 2020.

South West Regional Hub

The South West regional hub includes the Catholic dioceses of Clifton, Menevia, Plymouth, Portsmouth, and the archdioceses of Birmingham and Cardiff. The six diocesan directors continued to meet termly and in November 2019 agreed that having established these connections, and with the structure in place, they are now in a stronger position to work with an HDO to *form, nourish and sustain* leaders of Catholic education in the SW. A successful recruitment campaign took place during the summer term 2020.

Formatio National Projects

The *Formatio* strategy has provided the opportunity for a coherent, professional coordination of all aspects of the formation of Catholic educators across the country. The HDOs have had the unique opportunity of gaining an overview of the best practice across all dioceses in their regional hubs, while also observing the potential for further development and future growth and feeding this into the priorities for the national strategy. As well as working regionally, the HDOs have also been involved in the preparation, planning and delivery of a number of national *Formatio* projects.

- Catholic school leadership research questionnaire and talent management matrix
Two projects have emerged in the Archdiocese of Liverpool: a talent management matrix and a research questionnaire on Catholic school leadership. After further piloting in northern dioceses, the long-term plan is to roll out these nationally as key tools which will inform future development priorities and investment in the recruitment, tracking and formation of Catholic leaders.
- National Catholic Syllabus for staff in Catholic schools – a paper was presented to the *Formatio* Steering Group in March 2020 proposing that a National Catholic Syllabus be developed for all staff teaching in Catholic schools across England and Wales. There was unanimous agreement that this should be developed further.
- National Catholic Leadership Programme – preliminary discussions took place during the Summer 2020 term to develop a more formal professional pathway to leadership in Catholic schools. The current licences for National Professional Qualifications (NPQs) ends at the end of the next academic year and what is proposed could provide a Catholic alternative. In addition, funding for the ninety Catholic Teaching Schools will also cease in September 2021 as the DfE replaces the current model with teaching school hubs giving no guarantee that any Catholic schools who apply will be selected. In the light of these developments, this initiative would provide an opportunity to harness the experience, resources and capacity of Catholic Teaching Schools across the four hubs to develop a high quality Catholic school leadership programme, that integrates functional educational leadership development with Catholic values and principles at the core rather than as an additional add-on module.
- Executive Leaders Formation Programme – over 100 serving and aspiring executive leaders have now completed this training which focussed on the role of the executive leader in the context of the mission and faith formation; feedback was overwhelmingly positive. All delegates were serving

executive head teachers, head teachers or deputy head teachers, aspiring to roles with even greater responsibility. The collaboration with the Catholic Independent Schools Conference and EducareM has established key partnerships that we hope will continue with this and other future projects. Planning is in progress for a third cohort in 2020/21.

- CEO formation, training and network opportunities – a growing number of dioceses are organising their schools into multi academy trusts (MATs) led by a Chief Executive Officer, a role that is still relatively new in Catholic education. The first national conference was hosted by the diocese of Leeds in May 2020.
- Online Induction Training for Governors – following the pilot during the summer term 2019, modules 1&2 were released at the beginning of October 2019; during the first week, nearly 200 governors had registered. Schools have already commented that the first two modules will also be useful for whole school staff CPD. Additional modules are due to be finalised in Autumn 2020 and all modules will be diversified for use in Wales.
- *Formatio* website went live in summer 2020 (formatio.org.uk)

COVID-19

The safety, security and wellbeing of staff along with diocesan staff and school communities is always our highest priority and has been paramount in considering the ongoing work of *Formatio* during the 2019/20 academic year. During the first national lockdown which began on 23 March 2020, the HDOs worked at home and meetings and all aspects of *Formatio* work moved online in order to comply fully with PHE advice. Two of the three HDOs were also furloughed, the third not being eligible for the scheme. The HDOs were furloughed for two periods of six weeks; the first period during April/May 2020 and the second, over the summer break. Regular meetings took place during these periods in order to keep in touch with colleagues.

Notwithstanding the disruption caused by periods of furlough, the work of *Formatio* continued regardless, albeit in unprecedented circumstances. This was reported on in the usual way with HDO reports and updates about ongoing projects and new initiatives to the national Steering Group which continued to meet termly online.

Financial review

Reserves Policy

The operational policy for *Formatio* is to ensure that it has adequate financial reserves to meet its charitable obligations and day-to-day working requirements, as well as to meet future commitments. *Formatio* is reliant on income from fundraising to meet this operational policy. All funds are treated as restricted and are administered by the Charity Trustees. The organisation currently has no infrastructure costs. Support services for the current project are provided on a voluntary basis.

Financial Statement

During the period under review the Assumption Legacy Fund provided total £250,000 to fund the employment of Hub Development Officers (HDOs) in 4 regions – NW, NE, SE, SW for an initial period of 2 years. The HDOs were to be provided by an external provider; to date 3 HDOs have been provided. The total cost of these services to 31 August 2020 amounted to £81,845, leaving a balance of £168,155 for the remainder of the project. Fixed term contracts apply to all those engaged on the project.

***Formatio* Future Plans**

In November 2019, the *Formatio* Steering Group met to complete a SWOT analysis of progress to date and agree key priorities for the next twelve months:

- Collaboration to ensure complete coverage and maximum benefit for the entire Catholic community across England and Wales
- Recruitment and retention and the development of a pathway to identify and grow Catholic leaders through a coaching and mentoring journey of accompaniment
- Research/intelligence based identification of areas of greatest need (the *cold spots*) – seeking opportunity to work with Catholic universities to underwrite the research to ensure impact

The long-term plan is to maintain and further develop *Formatio* as a force in the development and nourishment of Catholic school leaders including governors, by empowering the regional hubs and supporting them from the centre. There is a confidence that the dioceses will see the regional hub model as an integral part of their structure to grow and develop Catholic leadership at all levels. The CIO intends to continue funding projects which promote the Formation of Teachers, Leaders and Governors in Catholic Education, it intends to ensure that this remains relevant to the needs facing education today. It will continue to seek funding for relevant projects.

Charity Trustees' Responsibilities Statement

The Charity Trustees are responsible for preparing the CIO's Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

The law applicable to charities in England & Wales requires the Charity Trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the CIO and of the incoming resources and application of resources of the CIO for that period. In preparing these financial statements, the Charity Trustees are required to:

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

The Charity Trustees are responsible for keeping proper accounting records that are sufficient to show and explain the CIO's transactions and disclose with reasonable accuracy at any time the financial position of the CIO and enable them to ensure that the financial statements comply with the Charities Act 2011, the Charity (Accounts and Reports) Regulations 2008 and the provisions of the Charity's constitution. They are also responsible for safeguarding the assets of the CIO and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

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



Catherine A Bryan, Chair, *Formatio* Steering Group

Independent Examiner's Report to the Charity Trustees of *Formatio*

I report to the charity trustees on my examination of the accounts of the *Formatio* (the Charity) for the period 11 April 2019 to 31 August 2019.

Responsibilities and basis of report

As the Charity Trustees of the Charity, you are responsible for the preparation of the accounts in accordance with the requirements of the [Charities Act 2011](#) ('the Act').

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

Independent examiner's statement

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

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

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

Name: David Smy FCA

Address: Brompton House, St John's Road, Bath, BA2 6PT

Date:

Formatio: Statement of Financial Activities
(including Income & Expenditure Account)

For the year period 11 April 2019 to 31 August 2020

	Notes	Unrestricted £	Restricted £	2020 Total £
INCOME from				
Donations and legacies:				
Grants	1	-	250,000	250,00
Donations		250	-	250
Total income		250	250,000	250,250
EXPENDITURE on				
<i>Charitable activities:</i>				
Cost of regional hubs	2	250	81,845	82,095
Total expenditure		250	81,845	82,095
Net income/(expenditure) and Net movement in funds		-	168,155	168,155
Funds at 31 August 2020		£-	£168,155	£168,155

The charity had no recognised gains or losses other than as disclosed in the Statement of Financial Activities for the period ended 31 August 2020.

The accompanying notes form part of these financial statements.

Formatio: Balance Sheet As at 31 August 2020

	Notes	2020 £	2020 £
CURRENT ASSETS			
Cash at bank and in hand		250,000	
CREDITORS: Amounts falling due within one year	6	81,845	
NET CURRENT ASSETS			168,155
NET ASSETS			£168,155
FUNDS AND RESERVES			
Unrestricted			-
Restricted	7		168,155
			£168,155

The accompanying notes form part of these financial statements.

Approved by the Charity Trustees on

2020 and signed on their behalf by



Catherine Bryan
Chair of Charity Trustees



Paul Barber
Charity Trustee

ACCOUNTING POLICIES

The principal accounting policies adopted, judgements and key sources of estimation uncertainty in the preparation of the financial statements are as follows:

Basis of preparation

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).

Formatio 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).

Assessment of going concern

The Charity Trustees have assessed whether the use of the going concern assumption is appropriate in preparing these accounts. The Charity Trustees have made this assessment in respect to a period of one year from the date of approval of these accounts. The Charity Trustees of the charity have concluded that there are no material uncertainties related to events or conditions that may cast significant doubt on the ability of the charity to continue as a going concern. The Charity Trustees are of the opinion that the charity will have sufficient resources to meet all its liabilities as they fall due.

Income

Income is recognised when the charity has entitlement to the funds, any performance conditions attached to the item(s) of income have been met, it is probable that the income will be received and the amount can be measured reliably.

Income from grants is recognised when the charity has entitlement to the funds, any performance conditions attached to the grants have been met, it is probable that the income will be received and the amount can be measured reliably and is not deferred.

Donated services and facilities

Donated professional services and donated facilities are recognised as income when the charity has control over the item, any conditions associated with the donated item have been met, the receipt of economic benefit from the use by the charity of the item is probable and that economic benefit can be measured reliably. In accordance with the Charities SORP (FRS 102), general volunteer time is not recognised.

On receipt, donated professional services and donated facilities are recognised on the basis of the value of the gift to the charity which is the amount the charity would have been willing to pay to obtain services or facilities of equivalent economic benefit on the open market; a corresponding amount is then recognised in expenditure in the period of receipt.

Formatio
Notes to the financial statements (continued)
For the period ended 31 August 2020

Fund accounting

Unrestricted funds are available to spend on activities that further any of the purposes of charity.

Restricted funds are donations which the donor has specified are to be solely used for particular areas of the charity's work or for specific artistic projects being undertaken by the charity.

Expenditure

Expenditure is recognised once there is a legal or constructive obligation to make a payment to a third party, it is probable that settlement will be required and the amount of the obligation can be measured reliably. Expenditure is classified under the following activity headings:

- Expenditure on charitable activities comprises the cost of operating the regional hubs.
- Other expenditure represents those items not falling into any other heading.

Cash at bank and in hand

Cash at bank and cash 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.

Creditors and provisions

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

Formatio
Notes to the financial statements (continued)
For the period ended 31 August 2020

1. GRANTS AND DONATIONS	Unrestricted	Restricted	2020
	£	£	Total
			£
Assumption Legacy Fund	-	250,000	250,000
Donations	250	-	250
	<u>£250</u>	<u>£250,000</u>	<u>£250,250</u>
	<u><u>£250</u></u>	<u><u>£250,000</u></u>	<u><u>£250,250</u></u>

2. EXPENDITURE ON CHARITABLE ACTIVITIES	Unrestricted	Restricted
	£	£
Costs of charitable objectives	-	81,845
Governance costs (including Independent Examination fees)	250	
	<u>£250</u>	<u>£81,845</u>
	<u><u>£250</u></u>	<u><u>£81,845</u></u>

3. NET INCOME/EXPENDITURE FOR THE YEAR	2020
	£
This is stated after charging:	
Independent Examiner's remuneration	
- Examination	100
- Accountancy services	150
	<u>£250</u>
	<u><u>£250</u></u>

4. STAFF COSTS

There were on average 2 employees during the year and their remuneration was:

- Salaries	40,902
- Social security costs	2,996
- Pension costs	1,824
	<u>£ 45,722</u>
	<u><u>£ 45,722</u></u>

No employee received emoluments totalling £60,000 or more.

Formatio
Notes to the financial statements (continued)
For the period ended 31 August 2020

5. TAXATION

The charity is exempt from tax on income and gains falling within section 505 of the Taxes Act 1988 or section 252 of the Taxation of Chargeable Gains Act 1992 to the extent that these are applied to its charitable object.

6. CREDITORS: amounts falling due within one year

	2020
	£
Accruals and deferred income	81,845
	<u>£81,845</u>

7. RESTRICTED FUNDS

Period ended 31 August 2020	Fund balance At start of year £	Income £	Expenditure £	Fund balance At end of Year £
Assumption Legacy Fund	-	250,000	81,845	168,155
	<u>£-</u>	<u>£250,000</u>	<u>£81,845</u>	<u>£168,155</u>

8. ANALYSIS OF NET ASSETS

At 31 August 2020

	Unrestricted Funds £	Restricted Funds £	Resources £
Current Assets	-	250,000	250,000
Current Liabilities	-	(81,845)	(85,648)
	<u>£-</u>	<u>£168,115</u>	<u>£168,115</u>

Charity number: 1182947

FORMATIO

CHARITY TRUSTEES' REPORT AND FINANCIAL STATEMENTS

FOR THE PERIOD ENDED 31 AUGUST 2020

CHARITY REGISTRATION NUMBER 1182947

FORMATIO

CONTENTS

Charity Trustees' Report	3
Independent Examiner's Report.....	10
Statement of Financial Activities.....	11
Balance Sheet.....	12
Notes to the Financial Statements.....	13

Formatio

Charity Trustees' Report period ended 31 August 2020

Reference and Administrative Details

Charity Trustees

Bishop Alan Stephen Williams
Catherine Anne Bryan
Dr Arthur Naylor
Paul Edward Stephen Barber
Jane Ann Beever
Professor John Scott Davidson (to September 2019)
Professor Margaret Ann House
Michael Peter Shorten
Fr Adrian Porter SJ
Anne Marie Whittle
Margaret Sue Cronin
Dr Daniel Doyle (to November 2019)
Timothy Mark Warren
Rt Hon Jennifer Nancy Willott OBE
Angela Mary Cox OBE
Robert Simpson
Colleen Mary Collett

Bankers:

Lloyds Bank PLC
Commercial Banking
PO Box 1000
BX1 1LT

Charity registered number:

1182947

Principal office:

39 Eccleston Square
London
SW1V 1BX

Introduction

The Charity Trustees present their annual report together with the financial statements of FORMATIO for the period ended 31 August 2020.

Structure, Governance and Management

Formatio is a Charitable Incorporated Organisation incorporated on 11th April 2019. Its objects are to advance the Catholic religion for the public benefit by supporting Catholic education, and, in particular, to do so by promoting the formation of teachers, leaders and governors in Catholic education. The constitution of *Formatio* provides for a national network of Associate Members, consisting of the 22 Catholic dioceses of England and Wales, all Catholic universities, teaching schools (in England) and pioneer schools (in Wales). Representatives of the Associate Members meet together in four Regional Hubs.

The affairs of *Formatio* are managed by its national Steering Group, who are the Charity Trustees. Eight of the Charity Trustees are elected by the Associate Members, with two being elected by the Associate Members of each Region. Elected Charity Trustees are elected for a term of three years. Ten Charity Trustees are appointed, one each by the four Catholic universities, The Bishops' Conference, the Conference of Religious and the Catholic Independent Schools' Conference, and three by the Catholic Education Service. The Charity Trustees have the power to co-opt up to three further Charity trustees.

Charity Trustees

The Charity Trustees shown in the reference and administrative details of the CIO served throughout the period covered by this report except where otherwise shown.

No Charity Trustee received any remuneration from the charity during the period. No Charity Trustee had any beneficial interest in any contract with the charity during the period.

Risk Management

The CIO has assessed major risks faced by the charity and sought to establish systems and procedures to mitigate those risks. The main risks are the risk arising from the CIO's dependency on its main funder and the risk of loss of key staff, committee members and Charity Trustees.

Potential Conflicts of Interest

A Charity Trustee must:

1. Declare the nature and extent of any interest, direct or indirect, which he or she has in a proposed transaction or arrangement with the CIO or in any transaction or arrangement entered into by the CIO which has not previously been declared, and
2. Absent himself or herself from any discussion of the Charity Trustees in which it is possible that a conflict of interest will arise between his or her duty to act solely in the interests of the CIO and any personal interest (including but not limited to any financial interest).

Any Charity Trustee absenting himself or herself from any discussion with this clause must not vote or be counted as part of the quorum in any decision of the Charity Trustees on the matter.

Achievements and Performance

Introduction

There are 853,435 pupils educated in 2,198 Catholic schools across twenty-two Catholic dioceses in England and Wales. The *Formatio* national strategy for leadership and governance was established in Summer 2017 supported by seed funding secured from the Assumption Legacy Fund for the purpose of employing four Hub Development Officers (HDOs) to work in four regional hubs across the twenty-two Catholic dioceses in England and Wales. The two HDOs in the North West and North East regional hubs were appointed from September 2018 and a successful appointment was made in the South East hub from September 2019. It is hoped that an appointment to the South West regional hub will be made during the 2020/2021 academic year.

Formatio Vision Statement

The national strategy conveys a clear vision to *form, nourish and sustain* Catholic leaders of education for *faithful service founded on courage, humility, hopefulness and joy*. This vision statement is the outcome of collaboration with Catholic school, college and university leaders, who identified the key themes and characteristics of effective and wholesome Catholic leadership, appropriate for our time. It was agreed by the Steering Group at their Spring 2019 meeting and is universally accepted.

National Strategy and Regional Hubs

The hub-based regional model for diocesan collaboration is established with four regional chairs in place. Termly reports to the national *Formatio* Steering Group from the HDOs have demonstrated the benefits of the regional hub model and the role of the HDOs which has facilitated the collaboration and co-operation of dioceses within each hub ensuring that all are empowered to *form, nourish and sustain* serving and aspiring leaders of Catholic education.

The national strategy has been used by regions to work effectively with their diocesan neighbours, adapt and refine processes that already existed and, in some instances, start to establish new processes. The *Formatio* Steering Group has worked to successfully unlock huge potential and a wealth of resources, not apparent before and there remains so much more to be developed in order to maximise this. It has provided the opportunity to bring together what works well in order to enhance the whole range of faith formation and professional development for leadership and governance in Catholic education. The *Formatio* national strategy empowers dioceses to collaborate regionally in order to strengthen provision and maximise opportunity.

In the NW, where the dioceses had formed the North West Catholic Dioceses Training Partnership fifteen years ago, there is a long history of working in partnership to provide leadership development and formation. There is a well embedded Framework for Leadership Development supporting teachers at every stage of their career. Similarly, in the NE, a number of cross diocesan programmes and initiatives developed over recent years, are now being supported and further developed by the NW HDO.

The SE and SW regional hubs are now established, though less advanced in their progress. Diocesan directors in both regional hubs are committed to the national strategy and to working together to ensure that the structures are in place to facilitate this.

North West Regional Hub

The North West regional hub includes the Catholic dioceses of Lancaster, Salford, Shrewsbury, Wrexham and the archdiocese of Liverpool. The NW HDO works with the North West Catholic Dioceses Training Partnership, driving the collaboration and contributing to the strategic vision for continued future development of the priority of forming Catholic leaders for the future.

The group continued to work to ensure that all leaders are encouraged to gain the National Professional Qualifications (NPQs), appropriate to their professional development and preparation for leading a school(s). Previous collaboration with providers of the NPQs confirmed that the content of the government programmes cannot be adapted to meet the distinctive needs of the Catholic leader but all North West

dioceses agreed to adopt the model developed in the Archdiocese of Liverpool. Colleagues applying for the NPQs through their dioceses will be placed in a Catholic hub, so that they study the programme with other Catholic leaders and delivery of the programme content will involve Catholic leaders.

The NW HDO has been heavily involved in the framework for Catholic Leadership programmes which has been secured for 2019/20 academic year with colleagues having started the Catholic Middle Leaders programme at the beginning of the Autumn term. The newly developed Catholic Senior Leader Programme has been launched with recruitment for January 2020 underway. In July 2020, a NW regional hub day was planned for newly appointed head teachers across the five dioceses offering a variety of nourishing and sustaining opportunities to support them in their role; this had to be postponed. The partnership submitted a bid to the Leadership Equality and Diversity (LED) Programme Fund to support the ongoing development of the *forming, nourishing, sustaining* offer for Catholic leaders at all levels.

Following a review and refresh of the Catholic Leadership programmes and replaced by the Framework for Leadership Development which was launched in September 2019, it is evident that delegates are on the programme most appropriate to them for whichever stage they are in their career. Feedback from the programme leaders confirms that the revised framework and progression structure has resulted in better recruitment onto the programmes and that delegates are ambitious and committed future Catholic Leaders. There are 50 delegates from all five dioceses on both the Catholic middle leadership programme and the Catholic senior leadership programme. Aspiring to Assistant Head Teacher/Deputy Head Teacher programme has 39 delegates, Aspiring to Headship 18 delegates and Accompaniment to Headship 13 delegates, supported by DfE Equality and Diversity Fund.

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The North East regional hub includes the Catholic dioceses of Hallam, Hexham & Newcastle, Leeds, Middlesbrough, and Nottingham. The NE HDO has worked with all dioceses across the region and agreed priorities for the 2019/20 academic year, including the development of a resource focusing on the ethics of Catholic school leadership. To progress this, the NE HDO joined the Leeds diocesan Virtues and Leadership HT working group which is informed by “Moving towards Virtuous Professional Practice”, a paper on Catholic leadership standards produced by the Jubilee Centre for Character and Virtues. Leeds diocese piloted a mentoring scheme for new head teachers during their first five years, with mentor training facilitated by Leeds Trinity University. The programme is underpinned by the head teacher standards and will be shared across the hub following the pilot.

The NE HDO is also worked with Leeds Trinity University, to explore how a more effective partnership might be developed with reference to the *Formatio* national strategy. Early Career Development training and development resources will be piloted in Bradford and shared with other dioceses following the pilot. The dioceses of Leeds and Middlesbrough have collaborated on a new initiative, *Audax Ducis*, launched during the 2019/20 academic year to support induction for new Primary head teachers.

Growing collaboration between the five NE dioceses enabled further work to be undertaken with North East Teaching Schools across the region and the NE HDO has worked with a number of dioceses to maximise opportunities for teaching schools supporting and developing Catholic leaders. A successful bid to the DfE Equality and Diversity Fund supported 15 participants on the Aspiring Secondary HT programme across Lancashire and West Yorkshire. This programme, originally developed by the diocese of Hexham & Newcastle with cross diocesan delegates, has been refreshed to better reflect the *Formatio* national strategy.

The Leadership Academy in the diocese of Nottingham was established in direct response to the four academy trusts that have been established in the diocese and the need to *form, nourish and sustain* key staff; participants on the programmes followed a rigorous recruitment process. The Developing Leaders (RQTs/Middle Leaders) and Advancing Leaders (Middle Leaders/Senior Leaders) programmes both have 17

delegates. The NE HDO hopes that opportunities will become available for delegates from other NE dioceses to participate in the future.

South East Regional Hub

The South East regional hub includes the Catholic dioceses of Arundel & Brighton, Brentwood, East Anglia, Northampton and the archdioceses of Southwark and Westminster. A successful appointment was made at the end of the summer term 2020 and the SE HDO will take up post in September 2020.

South West Regional Hub

The South West regional hub includes the Catholic dioceses of Clifton, Menevia, Plymouth, Portsmouth, and the archdioceses of Birmingham and Cardiff. The six diocesan directors continued to meet termly and in November 2019 agreed that having established these connections, and with the structure in place, they are now in a stronger position to work with an HDO to *form, nourish and sustain* leaders of Catholic education in the SW. A successful recruitment campaign took place during the summer term 2020.

Formatio National Projects

The *Formatio* strategy has provided the opportunity for a coherent, professional coordination of all aspects of the formation of Catholic educators across the country. The HDOs have had the unique opportunity of gaining an overview of the best practice across all dioceses in their regional hubs, while also observing the potential for further development and future growth and feeding this into the priorities for the national strategy. As well as working regionally, the HDOs have also been involved in the preparation, planning and delivery of a number of national *Formatio* projects.

- Catholic school leadership research questionnaire and talent management matrix
Two projects have emerged in the Archdiocese of Liverpool: a talent management matrix and a research questionnaire on Catholic school leadership. After further piloting in northern dioceses, the long-term plan is to roll out these nationally as key tools which will inform future development priorities and investment in the recruitment, tracking and formation of Catholic leaders.
- National Catholic Syllabus for staff in Catholic schools – a paper was presented to the *Formatio* Steering Group in March 2020 proposing that a National Catholic Syllabus be developed for all staff teaching in Catholic schools across England and Wales. There was unanimous agreement that this should be developed further.
- National Catholic Leadership Programme – preliminary discussions took place during the Summer 2020 term to develop a more formal professional pathway to leadership in Catholic schools. The current licences for National Professional Qualifications (NPQs) ends at the end of the next academic year and what is proposed could provide a Catholic alternative. In addition, funding for the ninety Catholic Teaching Schools will also cease in September 2021 as the DfE replaces the current model with teaching school hubs giving no guarantee that any Catholic schools who apply will be selected. In the light of these developments, this initiative would provide an opportunity to harness the experience, resources and capacity of Catholic Teaching Schools across the four hubs to develop a high quality Catholic school leadership programme, that integrates functional educational leadership development with Catholic values and principles at the core rather than as an additional add-on module.
- Executive Leaders Formation Programme – over 100 serving and aspiring executive leaders have now completed this training which focussed on the role of the executive leader in the context of the mission and faith formation; feedback was overwhelmingly positive. All delegates were serving

executive head teachers, head teachers or deputy head teachers, aspiring to roles with even greater responsibility. The collaboration with the Catholic Independent Schools Conference and EducareM has established key partnerships that we hope will continue with this and other future projects. Planning is in progress for a third cohort in 2020/21.

- CEO formation, training and network opportunities – a growing number of dioceses are organising their schools into multi academy trusts (MATs) led by a Chief Executive Officer, a role that is still relatively new in Catholic education. The first national conference was hosted by the diocese of Leeds in May 2020.
- Online Induction Training for Governors – following the pilot during the summer term 2019, modules 1&2 were released at the beginning of October 2019; during the first week, nearly 200 governors had registered. Schools have already commented that the first two modules will also be useful for whole school staff CPD. Additional modules are due to be finalised in Autumn 2020 and all modules will be diversified for use in Wales.
- *Formatio* website went live in summer 2020 (formatio.org.uk)

COVID-19

The safety, security and wellbeing of staff along with diocesan staff and school communities is always our highest priority and has been paramount in considering the ongoing work of *Formatio* during the 2019/20 academic year. During the first national lockdown which began on 23 March 2020, the HDOs worked at home and meetings and all aspects of *Formatio* work moved online in order to comply fully with PHE advice. Two of the three HDOs were also furloughed, the third not being eligible for the scheme. The HDOs were furloughed for two periods of six weeks; the first period during April/May 2020 and the second, over the summer break. Regular meetings took place during these periods in order to keep in touch with colleagues.

Notwithstanding the disruption caused by periods of furlough, the work of *Formatio* continued regardless, albeit in unprecedented circumstances. This was reported on in the usual way with HDO reports and updates about ongoing projects and new initiatives to the national Steering Group which continued to meet termly online.

Financial review

Reserves Policy

The operational policy for *Formatio* is to ensure that it has adequate financial reserves to meet its charitable obligations and day-to-day working requirements, as well as to meet future commitments. *Formatio* is reliant on income from fundraising to meet this operational policy. All funds are treated as restricted and are administered by the Charity Trustees. The organisation currently has no infrastructure costs. Support services for the current project are provided on a voluntary basis.

Financial Statement

During the period under review the Assumption Legacy Fund provided total £250,000 to fund the employment of Hub Development Officers (HDOs) in 4 regions – NW, NE, SE, SW for an initial period of 2 years. The HDOs were to be provided by an external provider; to date 3 HDOs have been provided. The total cost of these services to 31 August 2020 amounted to £81,845, leaving a balance of £168,155 for the remainder of the project. Fixed term contracts apply to all those engaged on the project.

***Formatio* Future Plans**

In November 2019, the *Formatio* Steering Group met to complete a SWOT analysis of progress to date and agree key priorities for the next twelve months:

- Collaboration to ensure complete coverage and maximum benefit for the entire Catholic community across England and Wales
- Recruitment and retention and the development of a pathway to identify and grow Catholic leaders through a coaching and mentoring journey of accompaniment
- Research/intelligence based identification of areas of greatest need (the *cold spots*) – seeking opportunity to work with Catholic universities to underwrite the research to ensure impact

The long-term plan is to maintain and further develop *Formatio* as a force in the development and nourishment of Catholic school leaders including governors, by empowering the regional hubs and supporting them from the centre. There is a confidence that the dioceses will see the regional hub model as an integral part of their structure to grow and develop Catholic leadership at all levels. The CIO intends to continue funding projects which promote the Formation of Teachers, Leaders and Governors in Catholic Education, it intends to ensure that this remains relevant to the needs facing education today. It will continue to seek funding for relevant projects.

Charity Trustees' Responsibilities Statement

The Charity Trustees are responsible for preparing the CIO's Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

The law applicable to charities in England & Wales requires the Charity Trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the CIO and of the incoming resources and application of resources of the CIO for that period. In preparing these financial statements, the Charity Trustees are required to:

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

The Charity Trustees are responsible for keeping proper accounting records that are sufficient to show and explain the CIO's transactions and disclose with reasonable accuracy at any time the financial position of the CIO and enable them to ensure that the financial statements comply with the Charities Act 2011, the Charity (Accounts and Reports) Regulations 2008 and the provisions of the Charity's constitution. They are also responsible for safeguarding the assets of the CIO and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

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



Catherine A Bryan, Chair, *Formatio* Steering Group

Independent Examiner's Report to the Charity Trustees of *Formatio*

I report to the charity trustees on my examination of the accounts of the *Formatio* (the Charity) for the period 11 April 2019 to 31 August 2019.

Responsibilities and basis of report

As the Charity Trustees of the Charity, you are responsible for the preparation of the accounts in accordance with the requirements of the [Charities Act 2011](#) ('the Act').

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

Independent examiner's statement

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

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

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

Name: David Smy FCA

Address: Brompton House, St John's Road, Bath, BA2 6PT

Date:

Formatio: Statement of Financial Activities
(including Income & Expenditure Account)

For the year period 11 April 2019 to 31 August 2020

	Notes	Unrestricted £	Restricted £	2020 Total £
INCOME from				
Donations and legacies:				
Grants	1	-	250,000	250,00
Donations		250	-	250
Total income		250	250,000	250,250
EXPENDITURE on				
<i>Charitable activities:</i>				
Cost of regional hubs	2	250	81,845	82,095
Total expenditure		250	81,845	82,095
Net income/(expenditure) and Net movement in funds		-	168,155	168,155
Funds at 31 August 2020		£-	£168,155	£168,155

The charity had no recognised gains or losses other than as disclosed in the Statement of Financial Activities for the period ended 31 August 2020.

The accompanying notes form part of these financial statements.

Formatio: Balance Sheet As at 31 August 2020

	Notes	2020 £	2020 £
CURRENT ASSETS			
Cash at bank and in hand		250,000	
CREDITORS: Amounts falling due within one year	6	81,845	
NET CURRENT ASSETS			168,155
NET ASSETS			£168,155
FUNDS AND RESERVES			
Unrestricted			-
Restricted	7		168,155
			£168,155

The accompanying notes form part of these financial statements.

Approved by the Charity Trustees on

2020 and signed on their behalf by




Catherine Bryan
Chair of Charity Trustees

Paul Barber
Charity Trustee

ACCOUNTING POLICIES

The principal accounting policies adopted, judgements and key sources of estimation uncertainty in the preparation of the financial statements are as follows:

Basis of preparation

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).

Formatio 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).

Assessment of going concern

The Charity Trustees have assessed whether the use of the going concern assumption is appropriate in preparing these accounts. The Charity Trustees have made this assessment in respect to a period of one year from the date of approval of these accounts. The Charity Trustees of the charity have concluded that there are no material uncertainties related to events or conditions that may cast significant doubt on the ability of the charity to continue as a going concern. The Charity Trustees are of the opinion that the charity will have sufficient resources to meet all its liabilities as they fall due.

Income

Income is recognised when the charity has entitlement to the funds, any performance conditions attached to the item(s) of income have been met, it is probable that the income will be received and the amount can be measured reliably.

Income from grants is recognised when the charity has entitlement to the funds, any performance conditions attached to the grants have been met, it is probable that the income will be received and the amount can be measured reliably and is not deferred.

Donated services and facilities

Donated professional services and donated facilities are recognised as income when the charity has control over the item, any conditions associated with the donated item have been met, the receipt of economic benefit from the use by the charity of the item is probable and that economic benefit can be measured reliably. In accordance with the Charities SORP (FRS 102), general volunteer time is not recognised.

On receipt, donated professional services and donated facilities are recognised on the basis of the value of the gift to the charity which is the amount the charity would have been willing to pay to obtain services or facilities of equivalent economic benefit on the open market; a corresponding amount is then recognised in expenditure in the period of receipt.

Formatio
Notes to the financial statements (continued)
For the period ended 31 August 2020

Fund accounting

Unrestricted funds are available to spend on activities that further any of the purposes of charity.

Restricted funds are donations which the donor has specified are to be solely used for particular areas of the charity's work or for specific artistic projects being undertaken by the charity.

Expenditure

Expenditure is recognised once there is a legal or constructive obligation to make a payment to a third party, it is probable that settlement will be required and the amount of the obligation can be measured reliably. Expenditure is classified under the following activity headings:

- Expenditure on charitable activities comprises the cost of operating the regional hubs.
- Other expenditure represents those items not falling into any other heading.

Cash at bank and in hand

Cash at bank and cash 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.

Creditors and provisions

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

Formatio
Notes to the financial statements (continued)
For the period ended 31 August 2020

1. GRANTS AND DONATIONS	Unrestricted	Restricted	2020
	£	£	Total
			£
Assumption Legacy Fund	-	250,000	250,000
Donations	250	-	250
	<u>£250</u>	<u>£250,000</u>	<u>£250,250</u>
	<u><u>£250</u></u>	<u><u>£250,000</u></u>	<u><u>£250,250</u></u>

2. EXPENDITURE ON CHARITABLE ACTIVITIES	Unrestricted	Restricted
	£	£
Costs of charitable objectives	-	81,845
Governance costs (including Independent Examination fees)	250	
	<u>£250</u>	<u>£81,845</u>
	<u><u>£250</u></u>	<u><u>£81,845</u></u>

3. NET INCOME/EXPENDITURE FOR THE YEAR	2020
	£
This is stated after charging:	
Independent Examiner's remuneration	
- Examination	100
- Accountancy services	150
	<u>£250</u>
	<u><u>£250</u></u>

4. STAFF COSTS

There were on average 2 employees during the year and their remuneration was:

- Salaries	40,902
- Social security costs	2,996
- Pension costs	1,824
	<u>£ 45,722</u>
	<u><u>£ 45,722</u></u>

No employee received emoluments totalling £60,000 or more.

Formatio
Notes to the financial statements (continued)
For the period ended 31 August 2020

5. TAXATION

The charity is exempt from tax on income and gains falling within section 505 of the Taxes Act 1988 or section 252 of the Taxation of Chargeable Gains Act 1992 to the extent that these are applied to its charitable object.

6. CREDITORS: amounts falling due within one year

	2020
	£
Accruals and deferred income	81,845
	<u>£81,845</u>

7. RESTRICTED FUNDS

Period ended 31 August 2020	Fund balance At start of year £	Income £	Expenditure £	Fund balance At end of Year £
Assumption Legacy Fund	-	250,000	81,845	168,155
	<u>£-</u>	<u>£250,000</u>	<u>£81,845</u>	<u>£168,155</u>

8. ANALYSIS OF NET ASSETS

At 31 August 2020

	Unrestricted Funds £	Restricted Funds £	Resources £
Current Assets	-	250,000	250,000
Current Liabilities	-	(81,845)	(85,648)
	<u>£-</u>	<u>£168,115</u>	<u>£168,115</u>

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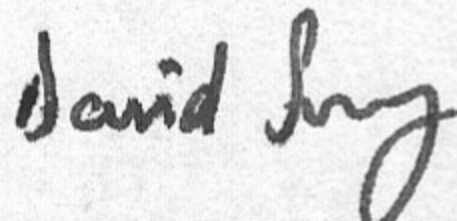
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Name: David Smy FCA



Address: Brompton House, St John's Road, Bath, BA2 6PT

Date: 28th June 2021