

Charity number: 1182947

**FORMATIO**

**CHARITY TRUSTEES' REPORT AND FINANCIAL STATEMENTS**

**FOR THE PERIOD ENDED 31 AUGUST 2023**

**CHARITY REGISTRATION NUMBER 1182947**

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## *FORMATIO*

*Formatio* Charity Trustees' Report period ended 31 August 2023

### Reference and Administrative Details

*Formatio* 4<sup>th</sup> 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 Schools<sup>1</sup> 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.

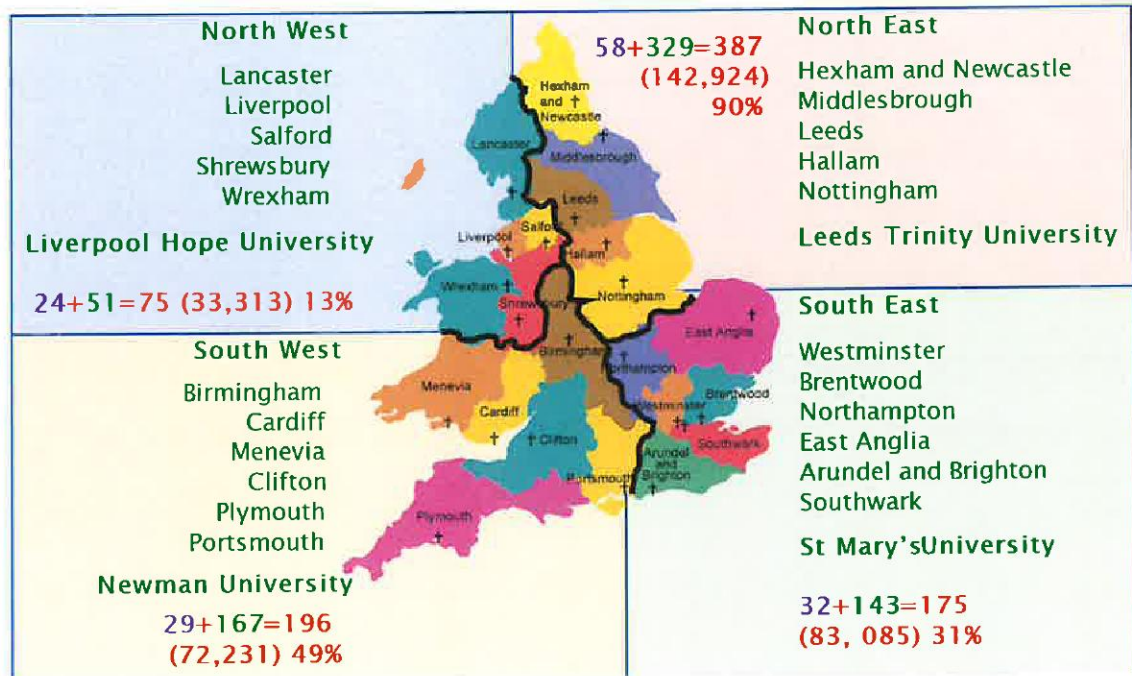
- Larger Academy Trusts (and Welsh schools) become members of the regional hubs (Associate members of *Formatio*)
  - National Steering Group to decide criteria for membership and review annually in the summer term
- Representative of Academy Trusts/Welsh schools on national Steering Group from each 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

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<sup>1</sup> 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 (NPOs)**

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 2<sup>nd</sup> 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 report<sup>2</sup> 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

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<sup>2</sup> 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

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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:

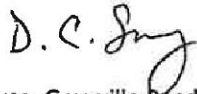
(1) accounting records were not kept in respect of the Trust as required by section 130 of the Act; or

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

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

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#### **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	Total
	£	£	£	£
Assumption Legacy Fund	-	-	-	-
Sisters of the Holy Cross	-	-	-	10,000
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**

**This is stated after charging:**

Independent Examiner's remuneration

-Examination

-Accountancy services

2023	2022
£	£
100	100
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>

**FORMATION 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>