

Charity number: 1182947

**FORMATIO**

**CHARITY TRUSTEES' REPORT AND FINANCIAL STATEMENTS**

**FOR THE PERIOD ENDED 31 AUGUST 2024**

**CHARITY REGISTRATION NUMBER 1182947**

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## *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)

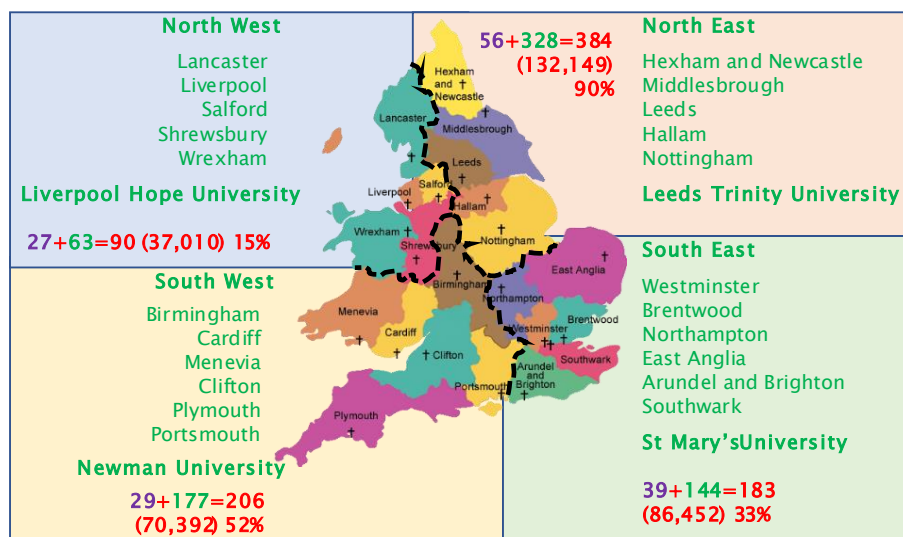
Angela Keller

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 3<sup>rd</sup> 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 3<sup>rd</sup> 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.

### **CBCWE 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**

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

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

		<b>2024</b>	<b>2023</b>
	<b>Notes</b>	<b>£</b>	<b>£</b>
<b>CURRENT ASSETS</b>			
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/>
<b>CREDITORS:</b> Amounts falling			
due within one year	5	25,280	22,610
		<hr/>	<hr/>
<b>NET ASSETS</b>		52,346	12,346
		<hr/>	<hr/>
<b>FUNDS AND RESERVES</b>			
Unrestricted		-	-
Restricted	6	52,346	12,346
		<hr/>	<hr/>
<b>Total Reserves</b>		<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, appearing to read 'Catherine Bryan'.

Catherine Bryan  
Chair of Trustees

A handwritten signature in blue ink, appearing to read 'Paul Barber'.

Paul Barber  
Trustee

## **FORMATIO CIO**

### **NOTES TO THE FINANCIAL STATEMENTS**

#### **FOR THE PERIOD ENDED 31 AUGUST 2024**

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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.

**NOTES TO THE FINANCIAL STATEMENTS (Continued)**

**FOR THE PERIOD ENDED 31 AUGUST 2024**

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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.



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	-	-	-	-
	<hr/>	<hr/>	<hr/>	<hr/>
	50	45,000	45,500	250
	<hr/>	<hr/>	<hr/>	<hr/>

2. EXPENDITURE ON CHARITABLE ACTIVITIES

	2024	2024	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
	<hr/>	<hr/>	<hr/>	<hr/>
	500	45,397	45,897	11,235
	<hr/>	<hr/>	<hr/>	<hr/>

<b>3. NET INCOME/EXPENDITURE FOR THE YEAR</b>	<b>2024</b>	<b>2023</b>
<b>This is stated after charging:</b>	<b>£</b>	<b>£</b>
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/>