DEVON SCHOOLS LEADERSHIP SERVICES CIO

England & Wales · Charity number 1186756

Details

Other names	DEVON SLS CIO, DSLS CIO
Status	Registered
Legal form	CIO
Registered	2019-12-05
Register	View on the Charity Commission register

Contact

Address	Venture House 1 Capital Court Bittern Road Sowton Industrial Estate Exeter EX2 7FW
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Activities

Objects: TO ADVANCE EDUCATION FOR THE PUBLIC BENEFIT BY SUPPORTING TEACHING AND LEARNING, LEADERSHIP AND COMMUNITY ENGAGEMENT IN SCHOOLS THROUGHOUT DEVON AND SOUTH WEST ENGLAND. SPECIFICALLY, TO BE MET THROUGH THE PROVISION OF RELEVANT TRAINING AND DEVELOPMENT TO ENSURE SCHOOLS HAVE THE MOST EFFECTIVE LEADERSHIP, PEDAGOGY AND SUPPORT IN PLACE FOR THE BENEFIT OF CHILDREN, YOUNG PEOPLE AND FAMILIES

Activities: To advance education for the public benefit by supporting teaching and learning, leadership and community engagement in schools throughout Devon and South West England. Specifically, to be met through the provision of relevant training and development to ensure schools have the most effective leadership, pedagogy and support in place for the benefit of children, young people and families.

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Classification

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

Geography

- Devon
- Torbay

Finances

Period end	Income	Expenditure	Assets	Employees
2025-08-31	£280,282	£240,453	-	-
2024-08-31	£284,881	£226,387	-	-
2023-08-31	£280,456	£260,034	-	-
2022-08-31	£276,705	£247,886	-	-
2021-08-31	£299,574	£220,774	-	-
2020-08-31	£0	£0	-	-

Trustees

Name	Role	Appointed
Jonathan Paul Bishop OBE	Chair	2024-03-20
Georgina Alice Myles		2025-04-30
Isla Jane Johnson		2022-11-30
Joanna Caroline Hunter		2023-11-29
Kevin Hughes		2025-04-30
Matthew James Bowler		2023-11-29
Matthew John Shanks		2024-03-20
Moira Marder OBE		2025-07-03
Robert Coles		2023-10-03
Tom Arthur Hugh Briant-Evans		2024-03-20

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DEVON SCHOOLS LEADERSHIP SERVICES CIO

England & Wales - Charity number 1186756

Accounts

Charity number: 1186756

DEVON SCHOOLS LEADERSHIP SERVICES CIO

UNAUDITED

TRUSTEES' REPORT AND FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 AUGUST 2025

Griffin
Chartered Accountants

DEVON SCHOOLS LEADERSHIP SERVICES CIO

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REFERENCE AND ADMINISTRATIVE DETAILS OF THE CHARITY, ITS TRUSTEES AND ADVISERS FOR THE YEAR ENDED 31 AUGUST 2025

Trustees	J Bishop, Chair M Marder (appointed 3 July 2025) G Myles (re-appointed 30 April 2025) K Hughes (re-appointed 30 April 2025) T Briant-Evans M Shanks J Hunter M Bowler R Coles I Johnson D Morrow (resigned 11 March 2025)
Charity registered number	1186756
Principal office	Venture House 1 Capital Court Bittern Road Sowton Industrial Estate Exeter Devon EX2 7FW
Key management personnel	C Coates (Business & Operations Manager)
Accountants	Griffin Chartered Accountants Courtenay House Pynes Hill Exeter EX2 5AZ

TRUSTEES' REPORT
FOR THE YEAR ENDED 31 AUGUST 2025

Trustees present their annual report together with the financial statements of the Charity for the year ended 31 August 2025.

Objectives and activities

a. Policies and objectives

The objectives of the Charity are:

"To advance education, for the public benefit, by supporting teaching and learning, leadership and community engagement in schools throughout Devon and South West England. Specifically, to be met through the provision of relevant training and development to ensure schools have the most effective leadership, pedagogy and support in place for the benefit of children, young people, and families."

These objectives are broken down into the following motivating drivers:

- Be the voice of and support for school leadership in the south-west;
- Become the conduit for school leadership and school improvement;
- Proactively address the needs of leaders to ultimately benefit learners; and
- Become a self-sustaining, not-for-profit organisation.

b. Strategies for achieving objectives

The key aim of DSLS is to provide support to school leaders across the South West. This, in turn, delivers benefits to all stakeholders of the school, in particular the school's pupils and their families.

In setting our objectives and planning our activities DSLS trustees have given careful consideration to the Charity Commission’s public benefit guidance.

The main strategies for achieving the Charity's Objectives are:

- Representation – at various stakeholder groups & boards;
- Consultation – with the DSLS membership base of school leaders;
- Communication – via newsletters, briefing events and other meetings in addition to other resources e.g. website; and
- Leadership development & support – CPD opportunities and pastoral support for new & existing school leaders.

Objectives and activities (continued)

c. Activities undertaken to achieve objectives

Specifically, DSLS fulfilled its objectives by:

- Sending regular communications to school leaders with key information and guidance;
- Seeking views and feedback on key issues affecting education by way of surveys which then inform key decision making when representing schools on various stakeholder groups.
- Hosting face to face School Leadership Briefings with keynote speakers to update school leaders on current guidance as well as provide a forum for professional dialogue and support. This included speakers from Ofsted, the South West DfE Regions Group, and officers from Devon County Council (DCC) Children & Young People's Futures Service;
- Offering a range of CPD for school leaders including the popular effective complaints handling in response to increasing instances of parental complaints for schools and which now includes guidance on AI-generated complaints; "Looking After Yourself and Managing Workload" supporting leaders with time management strategies and to be more effective with a better work life balance;
- The aHead service continues to provide experienced school leaders with a pastoral support service via a dedicated Professional Partner offering a safe space for a confidential conversation or to simply to check-in once a term with a trusted colleague who may offer a different perspective. For newly appointed leaders or acting headteachers, the 2 year induction programme provides enhanced support through a half-termly contact programme of support and CPD events. This service, which is provided on a fully funded basis to all Devon leaders, ensures that no colleagues are left feeling vulnerable or isolated and can also be extended to middle leaders on a traded basis.
- The DSLS Headteacher Performance Management package continues to grow successfully with a good number of governing boards welcoming the peer-to-peer approach to appraisal which aims to focus on the personal development of the individual leader as well as the within the school context.;
- Effective delivery against Key Performance Indicators and renewal of the Commissioned Services Agreement with Devon County Council to fulfil its statutory responsibility to consult with schools on matters regarding policy around funding, SEND, School Organisation, Capital & Maintenance and Safeguarding;
- Relevant CPD for school leaders at the annual two day residential conference.

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

Devon Schools Leadership Services CIO is a professional body representing a membership of school leaders from within c.351 Devon schools, academies and trusts. Members are responsible for the education of just under 100,000 children and young people across the early years, primary, secondary & further education phases within the local authority. The organisation speaks on behalf of its members and acts on behalf of children and young people by:

- Providing professional advice and support to members;
- Providing a range of core activities and services for subscribing members related to key educational subjects;
- Working to shape and influence local and national education policy;
- Developing a suite of traded services to meet the needs of school leaders whilst generating income for future sustainability;
- Delivering continuous professional development relevant to school leadership and the education.

The 12 months ended 31 August 2025 was the fifth trading year for DSLS since its inception in 2019. The main focus of activities continues to be supporting and equipping school leaders with strategies and resources to perform their roles effectively.

Objectives and activities (continued)

Following the change in government in July 2024, significant reform to the education system was anticipated under a Schools white paper. Some aspects of the Labour Party manifesto have progressed such as the additional teacher recruitment, changes to the inspection framework and review of the national curriculum. However, the publication of the main white schools paper setting out the vision for schools and special educational needs and disabilities (SEND) was deferred to 2026.

There is a continued emphasis on supporting the mental health and wellbeing of pupils which can contribute to persistent absence exclusions and elective home education. Government data evidences that since the pandemic, school absence rates have risen. Before COVID-19, the overall absence rate was 4.7%. This jumped to 7.6% in 2021/22 before falling to 7.1% in 2023/24. Indicative figures from the daily data shows a further decrease to 6.9% in 24/25. In September 2024, revised statutory guidance “Working together to improve school attendance” came into effect and DSLS worked alongside the local authority to shape and implement the new policy by signposting information for school leaders and supporting them in their day to day roles through regular communications along with termly face to face briefing events giving the benefit of a shared and collaborative approach.

School budgets, notably for Devon which is amongst some of the poorest funded authorities nationally, remain under acute pressure with real time cuts owing to the impact of inflation, energy costs or unfunded pay rises and employment liabilities. This is against an expectation on maintained schools to provide inclusive education giving equitable access and opportunity to learn to all pupils, including those who are most vulnerable or with SEND.

DSLS exists to support leaders, representing the schools’ voice at both strategic and operational levels. The Charity achieves this by acting as a conduit between Devon schools, the Department for Education, the Local Authority, and other education agencies, providing timely guidance and clarity to support school leaders.

Achievements and performance

a. Main achievements of the Charity

During 2024/25, DSLS continued to receive grant funding from the Dedicated Schools Grant which is supported by way of a Partnership Agreement with Devon County Council (DCC) outlining its core offer to the primary and secondary schools.

Regular attendance at various strategic boards and working group meetings by headteacher representatives facilitates consultation and input into shaping local policy and decision making for schools.

Two way communication between schools and the various groups is achieved by way of cascading information and guidance to the wider education community on any issues or actions arising for schools. On occasions, this may also necessitate consultation on behalf of the local authority or DfE Regions Group, for example, surveying school leaders on the issues arising from a change in accounting software to establish the scope of the problem and resultant impact on staff as well as financial risks.

DSLS holds regular meetings with DCC to agree joint priorities for both Devon schools and the local authority and to ensure that these are reflected in the Partnership Agreement. For 2024/25 the main focus has been the continued support of the ongoing improvement work in both DCC Children’s Services and the SEND Local Area Offer. Monitoring progress against the Management Action Plans within the Safety Valve Agreement alongside the SEND Transformation Programme and holding all partners in the locality to account is a key role for the strategic board on which schools are represented through DSLS.

Achievements and performance (continued)

Performance under the Partnership Agreement is reviewed regularly to determine the effectiveness of various workstreams and the contribution of DSLS towards achieving targeted outcomes in terms of school leader attendance at meetings, representation on behalf of schools and subsequent information sharing.

Throughout the year, DSLS hosted regular face to face Briefing Events for school leaders each term. These events continue to be welcomed by school leaders and are well attended, providing the opportunity to hear key updates from the Local Authority, Department for Education (DfE) Regions Group and Ofsted as well as external speakers presenting on topical issues relevant to the education community and schools.

At the Autumn 2024 event, presentations included senior leaders from the DCC Education and SEND teams to update on implementation of Devon's new Ordinarily Available Inclusive Provision (OAIP) which describes the inclusive provision and practice that all Devon schools, early years, and post 16 settings should be able to provide for all children and young people, including those with SEND, from within their own resources. This supports all children and young people to attend, engage and thrive in their educational setting. It also sets out approaches, provision and practice that is 'helpful to all, harmful to none and crucial for some'. The Assistant Regional Director for Ofsted presented on the response to the Big Listen consultation and plans for inspection reform.

In Spring 2025, the newly appointed Interim Deputy Director and Head of Inclusion and Learning for DCC shared his vision with Devon's school leaders along with some3 other key updates. The Devon Local Offer to Children in Care set out the support and services that a young person can expect to receive as a care experienced young adult within the authority. This was co-produced with care experienced young people from Devon and also reflects the South West Regional Offer.

Improving student mental health and wellbeing has risen to the top of the agenda for all schools. One powerful way to do this is to strengthen the role of pupil voice and participation within a setting. Demonstrating to children and young people that their views and experiences matter, improves their sense of belonging and helps them feel like valued members of the school community. It also means that wellbeing initiatives are more likely to become part of the fabric of school life. To this end, student representatives from Devon Youth Council were invited to present the findings of its 2024 survey of 2,318 young people in Devon to understand what would support young people's mental health in educational settings. Leaders found pupil feedback to be insightful and some positive actions to take back to their own school to improve support. The results of the survey fed into an overall review by NHS Devon which helped to secure funding for Mental Health Support Teams (MHST) in every Devon school.

The Summer 2025 Briefing welcomed the regular key updates from the South West DfE Regions Group as well as plans for the next phase of the DCC Inclusion and Learning Service redesign. This innovative piece of work was developed alongside Kent County Council partners and based on its locality model. With its full implementation planned from September, this will see the greatest overhaul of delivery of Children's Services within Devon for many decades and will see 3 locality teams formed in North & Mid, South & West and Exeter & East. Following staff consultation, new job descriptions will be created and aligned to provide where it is required in a place based approach. All this, whilst trying to retain continuity of service to schools and our most vulnerable learners.

John Laramy CBE, Principal and CEO of Exeter College and member of the DfE Curriculum & Assessment Review Panel presented an overview of the aims, terms of reference and working principles for the review and interim findings. This input from a local system leader, ensures that school leaders remain updated with national research ahead of new policy development. John has committed to return to update on the final recommendations once they have been published in Autumn 2025.

Achievements and performance (continued)

During each Briefing event there is time for professional dialogue, networking and the sharing of good practice. Delegates are requested to evaluate the impact and relevance of the Briefing programmes in relation to their school leadership roles and are invited to suggest topics for future content where additional information or support may be useful. This feedback is then reviewed, alongside any other key education messages, and is used to plan and shape the agenda at subsequent events.

Funded within the annual Phase Association Grant, the DSLS aHead service, is a confidential professional support service offered to all school leaders and support delivered via a team of 10 Professional Partners (PPs). The service continues to be valued by many school leaders navigating the challenges for school leadership, notably for those standalone settings without a trust or federation structure for support, but equally for those seeking a third party or independent perspective.

Data is now routinely collected from each PP on a termly basis to understand how effective the service is, for example when supporting new or experienced headteachers and to understand current emerging themes in order that we might respond with additional support or training such as Managing Workloads, Complaints Handling etc.

Across the 2 academic years, the total number of leaders supported remained broadly stable (383 in 2023/24 vs 382 in 2024/25). The engagement profile reflects the changing pattern of needs with approximately one third of leaders regularly in dialogue with their PP across all 3 terms. Leaders that have engaged on at least one occasion in the academic year fell last year from 123 (32%) to 112 (29%) whilst those that have never engaged, or declined support went 100 (26%) to 146 (39%). Looking at the 2024/25 figures in more detail, a total of 450 contacts were made during the year.

For both newly appointed and experienced leaders the following six themes were consistently prominent:

Staffing	24%
Pupils	10%
Workload	10%
Ofsted	10%
Finance	9%

It is proposed that the themes are reviewed with the PP team to try and gain a better understanding of the staffing issues and how we might support leaders in this respect. We are also aware of an acute increase in Parental Complaints, particularly those which are generated using Artificial Intelligence and often vexatious. A repeat of the Effective Complaints Handling training by a former Police Officer, Chair of Governors and Governor Services Consultant and Education Law Specialist is planned to help address this, to include new content on AI and Social Media.

The turnover of school leadership posts has steadied a little with 59 changes to leadership posts seen in 2024/25 versus 84 in 2023/24. Vacancies may arise due to retirement, but it is increasingly common to see school leaders leaving the profession to pursue other opportunities at a younger age due to factors such as workload, mental health, accountability stakes and inadequate school funding. Whilst recruitment and retention across all roles within schools is an ongoing concern, these financial pressures are often forcing restructures or academisation resulting in fewer leadership posts being advertised. Of the new appointments, around 38 were new to a school leadership role and were allocated a named Professional Partner and offered support under aHeadStart which is the two year induction strand of the service. This included an Induction event run alongside Devon County Council local officers who outlined various statutory functions and core services whilst the aHeadStart session provided information on the support available from DSLS and their aHead Professional Partner.

Achievements and performance (continued)

DSLS was delighted to be able to host its popular Annual School Leadership Conference at Saunton Sands in October 2024. Once again, a group of 118 headteachers and leadership teams attended this two day residential event which offered a programme of national keynote speakers including Mark Finnis presenting on “The power of Restorative Practice and building relational culture by design”; Tara Elie on “When the Adults Change”, a renowned relational behaviour management programme focusing on transforming school culture by changing adult behaviours rather than just punishing children; Dave Whitaker explored “the Kindness Principle” with delegates whilst the conference concluded with an emotive keynote from Nigel Owens MBE reflecting on his personal story, as well as the traits needed to command on the pitch, how to take tough decisions and deal with tough characters.

Completed evaluation forms provided feedback that delegates found the speakers to be engaging and inspirational with several useful takeaways to improve practice in their own settings. Additionally, the ability to take dedicated leadership time for strategic planning and personal CPD is a valued aspect of the conference as well as networking with other colleagues.

The government’s Sustainability and Climate Change strategy for education states that by 2025, all education settings will have nominated a sustainability lead and put in place a climate action plan. Some schools are well advanced in planning and preparation for this but for those that have yet to develop their plans, DSLS hosted a Climate and Nature in Education Conference in June 2025. Working alongside local Climate Ambassadors, the speaker programme for the day included Dr Chris Jones, a climate research fellow at the Met Office Hadley Centre, Tim Stone the DfE Lead Delivery Manager, Sustainability Support Programme and Helen Burge, Co-chair for UK Schools Sustainability Network. Pupils from schools in two local trusts were invited to share examples of how they had embedded climate and sustainability into their curriculum learning and projects in their local community through a School Council or Eco-Committee.

b. Future plans

The Board has benefitted from a period of stability with only one resignation and subsequent appointment during the year. There remains an excellent breadth of trustee skills and knowledge with portfolio responsibilities according to individual expertise.

Working closely with the operational Schools Leadership Group, the Board has completed its Strategic Review with a new structure to better support the charitable objectives and priorities for Devon schools. Following the emerging redesign of the DCC Inclusion and Learning Service, DSLS has also promoted locality working by introducing termly Network meetings in each of the 3 localities commencing in September 2025.

The Schools Leadership Group continues to be the main operational group responsible primarily for delivery of the DCC/DSLS Partnership Agreement (previously known as Commissioned Services Agreement) reporting to the Board of Trustees who are the accountable body.

The future funding of the Charity continues to be reliant upon funding from the Dedicated Schools Grant. Previously consulted on annually and voted on at Devon Education Forum (DEF), 2025/26 will see a technical change to the accounting treatment of the grant, moving away from a top slice arrangement to a transfer between blocks. This can make forward financial planning difficult and there would be many associated risks for schools, the local authority and other stakeholders should the current funding model for the service cease. The Board of Trustees is also mindful of the Charity’s employment liabilities and future contractual obligations such as office accommodation. In the event that future funding was not secured, there are sufficient designated reserves for redundancy provision and pension risks.

Achievements and performance (continued)

The option of a subscription model is not considered to be viable unless all schools are subscribed nor is it the optimal in terms representing a single representative voice for all Devon schools. The 3-year Strategic Plan will therefore aim to consolidate and build on what currently works well, demonstrate the value of DSLS for all Devon schools irrespective of sector or governance. This will also still include securing agreements with strategic partners, sponsors and trusted suppliers, increasing engagement levels with the existing DSLS school leaders, expanding the offer to an Associate subscription to non Devon schools and developing further the programme of conference and events. Additionally, the further development of other support packages for school leaders via the aHead Service e.g. the Appraisal and Performance Management model, with plans for a middle leader development programme, peer reviews and coaching models.

c. Investment policy and performance

The Charity only holds investments in the form of cash funds held on deposit.

Cash balance reserves are held in bank savings accounts including a 35 day notice Liquidity Manager account, an instant access Business Reserve account with NatWest, a fixed term 12 month deposit with Virgin Money and a 100 day notice savings account with United Trust Bank. Both banks are authorised by the PRA has helped to mitigate any potential risk of loss and resulted in a better return in terms of bank interest received.

The instant access Business Reserve account contains funds which need to be readily available for cash flow purposes whilst the two new savings account ear-mark funds designated as provisions for redundancy provision and a cash deposit under an escrowe arrangement in lieu of a pension bond to support the renewal of the LGPS Admissions Agreement.

Under the Financial Services Compensation Scheme (FSCS), a charity's eligible deposits with banks, building societies and credit unions that are authorised by the Prudential Regulation Authority (PRA) are now protected up to £120,000 per authorised institution. This means that how a charity spreads its money can affect the amount of compensation the charity is entitled to as all the charity's accounts held with the failed bank or banking group would be aggregated and only protected up to £120,000 in total.

Financial review

a. Going concern

After making appropriate enquires, the Trustees have a reasonable expectation that the Charity has adequate resources to continue in operational existence for the foreseeable future. For this reason, they continue to adopt the going concern basis in preparing the financial statements. Further details regarding the adoption of the going concern basis can be found in the accounting policies.

b. Reserves policy

The trustees aim to maintain free reserves at a level that protects that Charity's core services against unforeseen changes in income. Free reserves are defined as unrestricted funds excluding designated funds. The charity aims to maintain free reserves equivalent to 6 months of expenditure, currently estimated at £130k. This level been set to reflect the Chairty's reliance on funding from the local authority, allowing the charity sufficient time to respond to any reduction or withdrawal in funding. Reserves may be used by the charity to manage income volatility and cover short-term cash flow gaps. Where free reserves fall below the target level, the trustees will agree and monitor a plan to rebuild reserves within a reasonable timeframe. Where free reserves exceed 6 months expenditure, trustees will consider investing the surplus funds in furthering the charity's objective. The reserve policy is reviewed annually.

DSLS presently holds total funds of £353,364 comprising £176,875 of unrestricted reserves and £176,489 of restricted funds.

The Board of Trustees have duly considered its Reserves Policy and has designated the following funds from within unrestricted funds for the following purposes:

Defined Benefits Pension Scheme – £65,000

On 1 June 2021, two members of DCC staff transferred to DSLS under TUPE regulations which included membership of the Local Government Pension Scheme. The charity was granted Admitted Body Status to the pension scheme supported by a 3 year guarantee given by DCC, in lieu of a bond surety which had originally been calculated as £69,000 by Actuaries Barnett Waddingham. One member of staff resigned in July 2021 and their membership of the scheme is currently deferred. Following the expiry of the DCC guarantee, DSLS is now expected to provide alternative security to cover this liability which has been reassessed by the actuary at £65,000 and reserves have been set aside and designated for this purpose. Arrangements have commenced to put in place a cash-backed joint Escrow Agreement between DSLS, DCC and agents Zedra Trust Company (UK) Ltd.

Redundancy Liability £28,000

The redundancy liability has been reviewed for the one remaining member of permanent staff who transferred to the charity under the terms of a TUPE transfer from DCC.

This combined provision has been calculated as the liability at 31 August 2025 and is reviewed annually.

c. Finance review

During the year, the charity received total income of £280,282 (2024: £284,881). Within this, bank interest of £11,912 (2024: £10,314) was received and £203,000 related to the DCC Partnership Agreement (CSA) grant income and the balance of £63,370 (2024: £71,017) from traded activities.

Total expenditure in the year was £240,453 (2024: £226,387) of which £198,643 (2024: £171,683) was against restricted funds and £41,810 (2024: £54,704) unrestricted, resulting in an overall net surplus of 39,829 (2024: £58,494).

The Partnership Agreement with DCC is the principal source of income for the Charity.

Structure, governance and management

a. Constitution

Devon Schools Leadership Services CIO is a charitable unincorporated organisation, number 1186756, governed by its constitution dated 17 October 2019. DSLS was formally launched on 1 September 2020 following the merger of the two legacy phase associations, DAPH and DASH.

Details of the Trustees who served throughout the year are included on the Reference and Administration Details on page 1.

b. Methods of appointment or election of Trustees

Trustees are recruited based on their skills knowledge and experience needed for the effective administration of the Charity.

Trustees must be appointed for a term of four years by a resolution passed at a properly convened meeting of the Charity Trustees. Except from the first Charity Trustees.

There must be at least five Charity Trustees. If the number falls below this minimum, the remaining Trustee or Trustees may act only to call a meeting of the Charity Trustees or appoint a new Charity Trustee.

The maximum number of Charity Trustees is ten. The Charity Trustees may not appoint any Charity Trustee if as a result the number of Charity Trustees would exceed the maximum.

Any person retiring as a charity trustee is eligible for reappointment and during the year two trustees were re-appointed for a further 4 year term.

A charity trustee who has served for three consecutive terms may not be reappointed for a fourth consecutive term but may be reappointed after an interval of at least one year.

c. Policies adopted for the induction and training of Trustees

All Trustees are fully inducted by the Charity on its aims and objectives and the role they have on the developing the Charity. The Trustees have all received the Charities' Commission guidance on the Roles and Responsibilities of the Charity Trustees.

d. Pay policy for key management personnel

DSLS employees are offered fair pay in accordance with their skills, experience and contribution to the development of the Charity. Remuneration is reviewed annually by the Trustees of the Charity and is benched mark against similar job roles in the public sector.

Structure, governance and management (continued)

e. Financial risk management

The Trustees actively and regular review any major risks that the Charity faces. This involves regularly reviews of the Charities risk register and key financial controls. Statement of Trustees' responsibilities.

Loss of funding from the Local authority - The charity's primary source of income is an annual grant from the Dedicated Schools Grant which is regulated by the local authority, and which supports its core activities. School budgets are currently facing significant financial pressures, creating a risk that this grant may be reduced or withdrawn. To mitigate this risk, the charity maintains a robust reserves policy and is prepared to take appropriate action should funding levels change.

Loss of key members of staff - As a small charity, we rely on a limited number of staff who hold essential operational knowledge. To reduce the risk associated with the loss of key personnel, the charity maintains robust policies and detailed process notes to ensure continuity of operations in the absence of any staff member. In addition, the trustees possess the necessary skills and experience to provide support when required.

Fixed cost pressure risk - The charity faces a financial risk due to its high fixed costs, including rent, staffing, and IT expenditure. To mitigate this, the charity operates a robust reserves policy designed to cover essential costs in the event of a reduction or loss of income.

Cash flow risk - The grant from the local authority is paid in tranches throughout the year, creating a risk that income may not align with the timing of the charity's expenditure. To manage this, the charity maintains a high level of reserves to ensure that all costs can be met even if income is delayed.

Reputational risk - The charity operates within a close network of schools across Devon and relies heavily on its reputation to engage headteachers and deliver its services effectively. A decline in reputation could reduce engagement and limit the charity's ability to achieve its objectives. To mitigate this risk, the charity is committed to maintaining high service standards, actively seeking, and responding to stakeholder feedback, and ensuring staff receive appropriate training.

TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2025

Statement of Trustees' responsibilities

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

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

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles of the Charities SORP (FRS 102);
- make judgments and accounting estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards (FRS 102) have been followed, subject to any material departures disclosed and explained in the financial statements;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the Charity will continue in business.

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

Approved by order of the members of the board of Trustees on 23 April 2026. and signed on their behalf by:

J Bishop
Chair of Trustees

G Myles
Finance & Audit Trustee

INDEPENDENT EXAMINER'S REPORT
FOR THE YEAR ENDED 31 AUGUST 2025

Independent examiner's report to the Trustees of Devon Schools Leadership Services CIO ('the Charity')

I report to the charity Trustees on my examination of the accounts of the Charity for the year ended 31 August 2025.

Responsibilities and basis of report

As the Trustees of the Charity you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ('the 2011 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 the applicable Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act.

Independent examiner's statement

Since the Charity's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the 2011 Act. I confirm that I am qualified to undertake the examination because I am a member of the ICAEW, which is one of the listed bodies.

Your attention is drawn to the fact that the Charity has prepared the accounts 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) in preference to the Accounting and Reporting by Charities: Statement of Recommended Practice issued on 1 April 2005 which is referred to in the extant regulations but has been withdrawn.

I understand that this has been done in order for the accounts to provide a true and fair view in accordance with the Generally Accepted Accounting Practice effective for reporting periods beginning on or after 1 January 2015.

I have completed my examination. I confirm that no 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 2011 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.

INDEPENDENT EXAMINER'S REPORT (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2025

This report is made solely to the Charity's Trustees, as a body, in accordance with Part 4 of the Charities (Accounts and Reports) Regulations 2008. My work has been undertaken so that I might state to the Charity's Trustees those matters I am required to state to them in an Independent examiner's report and for no other purpose. To the fullest extent permitted by law, I do not accept or assume responsibility to anyone other than the Charity and the Charity's Trustees as a body, for my work or for this report.

Signed: Dated: 7/5/26

Laura Waycott FCA

Griffin
Chartered Accountants
Courtenay House
Pynes Hill
Exeter
EX2 5AZ

STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 31 AUGUST 2025

	Note	Restricted funds 2025 £	Unrestricted funds 2025 £	Total funds 2025 £	*Total funds 2024 £*
Income from:					
Charitable activities	4	**203,000**	**63,370**	**266,370**	*272,567*
Investments	5	**-**	**13,912**	**13,912**	*12,314*
Total income		**203,000**	**77,282**	**280,282**	*284,881*
Expenditure on:					
Charitable activities	6	**198,643**	**41,810**	**240,453**	*226,387*
Total expenditure		**198,643**	**41,810**	**240,453**	*226,387*
Net movement in funds before other recognised gains/(losses)		**4,357**	**35,472**	**39,829**	*58,494*
Other recognised gains/(losses):					
Actuarial losses on defined benefit pension schemes	17	**-**	**(4,000)**	**(4,000)**	*(5,000)*
Net movement in funds		**4,357**	**31,472**	**35,829**	*53,494*
Reconciliation of funds:					
Total funds brought forward		**172,132**	**145,403**	**317,535**	*264,041*
Net movement in funds		**4,357**	**31,472**	**35,829**	*53,494*
Total funds carried forward		**176,489**	**176,875**	**353,364**	*317,535*

The Statement of financial activities includes all gains and losses recognised in the year.

The notes on pages 17 to 34 form part of these financial statements.

BALANCE SHEET
AS AT 31 AUGUST 2025

	Note	2025 £	2024 £
Current assets			
Debtors	11	**28,336**	*26,835*
Investments	12	**371,089**	*313,458*
Cash at bank and in hand		**38,023**	*46,927*
		437,448	*387,220*
Current liabilities			
Creditors: amounts falling due within one year	13	**(84,084)**	*(69,685)*
Net current assets		**353,364**	*317,535*
Total assets less current liabilities		**353,364**	*317,535*
Net assets excluding pension asset		**353,364**	*317,535*
Total net assets		**353,364**	*317,535*
Charity funds			
Restricted funds	14	**176,489**	*172,132*
Unrestricted funds	14	**176,875**	*145,403*
Total funds		**353,364**	*317,535*

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

J Bishop
Chair of Trustees

G Myles
Finance & Audit Trustee

The notes on pages 17 to 34 form part of these financial statements.

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 AUGUST 2025

1. General information

Devon Schools Leadership Services CIO is a Charitable Incorporated Organisation registered in England & Wales. Its registered office address is Venture House, 1 Capital Court, Bittern Road, Sowton Industrial Estate, Exeter, EX2 7FW.

2. Accounting policies

2.1 Basis of preparation of financial statements

The financial statements have been prepared in accordance with the Charities SORP (FRS 102) - Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Charities Act 2011.

The financial statements have been prepared to give a 'true and fair' view and have departed from the Charities (Accounts and Reports) Regulations 2008 only to the extent required to provide a 'true and fair' view. This departure has involved following the Charities SORP (FRS 102) published in October 2019 rather than the Accounting and Reporting by Charities: Statement of Recommended Practice effective from 1 April 2005 which has since been withdrawn.

Devon Schools Leadership Services 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.

2.2 Going concern

The Trustees have considered the financial position of the Charity for a period of at least 12 months from the date of signing the accounts, including factoring the year end reserves position and post year end income and expenditure, and expect the Charity to continue as a going concern and have prepared the accounts on this basis.

2.3 Income

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

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

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

2. Accounting policies (continued)

2.4 Expenditure

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

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

2.5 Interest receivable

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

2.6 Investments

Current asset investments are those which are held for resale or pending their sale and cash on deposit with a maturity date of less than one year held for short-term investment purposes rather than cashflow.

2.7 Debtors

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

2.8 Cash at bank and in hand

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

2.9 Liabilities and provisions

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

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

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

2. Accounting policies (continued)

2.10 Financial instruments

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

2.11 Pensions

The Charity operates a defined contribution pension scheme, and the pension charge represents the amounts payable by the Charity to the fund in respect of the year.

The Charity also operates a defined benefits pension scheme, and the pension charge is based on a full actuarial valuation dated 31 March 2022.

2.12 Fund accounting

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

Designated funds comprise unrestricted funds that have been set aside by the Trustees for particular purposes. The aim and use of each designated fund is set out in the notes to the financial statements.

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

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

3. Critical accounting estimates and areas of judgment

Estimates and judgments are continually evaluated and are based on historical experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances.

Critical accounting estimates and assumptions:

The Charity makes estimates and assumptions concerning the future. The resulting accounting estimates and assumptions will, by definition, seldom equal the related actual results. The estimates and assumptions that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next financial year are discussed below.

The present value of the Local Government Pension Scheme defined benefit liability depends on a number of factors that are determined on an actuarial basis using a variety of assumptions. The assumptions used in determining the net cost or income for pensions include the discount rate. Any changes in these assumptions, which are disclosed in note 16, will impact the carrying amount of the pension liability. Furthermore a roll forward approach which projects results from the latest full actuarial valuation performed at 31 March 2022 has been used by the actuary in valuing the pensions liability at 31 August 2025. Any differences between the figures derived from the roll forward approach and a full actuarial valuation would impact on the carrying amount of the pension liability.

Critical areas of judgment:

As at 31 August 2025 the actuarial valuation for the Trust includes a surplus totalling £81,000 (2024: £209,000). This surplus has not been recognised within the financial statements. The right to a refund would occur in the form of a credit payable to the Charity, for example on exiting the pension fund. Given there are no circumstances to suggest an exit from the fund and the determination of any credit is outside the control of the Charity, there is no basis to recognise any surplus.

4. Income from charitable activities

	Restricted funds 2025 £	Unrestricted funds 2025 £	Total funds 2025 £
Grant Income	203,000	-	**203,000**
Other income	-	63,370	**63,370**
	203,000	63,370	**266,370**

4. Income from charitable activities (continued)

	Restricted funds 2024 £	*Unrestricted funds 2024 £*	*Total funds 2024 £*
Grant Income	*203,000*	*-*	*203,000*
Other income	*-*	*69,567*	*69,567*
	203,000	*69,567*	*272,567*

5. Investment income

	Unrestricted funds 2025 £	**Total funds 2025 £**
Interest on deposits	11,912	**11,912**
Pension income	2,000	**2,000**
	13,912	**13,912**

	Unrestricted funds 2024 £	*Total funds 2024 £*
Interest on deposits	*10,314*	*10,314*
Pension income	*2,000*	*2,000*
	12,314	*12,314*

6. Analysis of expenditure on charitable activities

Summary by fund type

	Restricted funds 2025 £	Unrestricted funds 2025 £	Total 2025 £
Expenditure of charitable activities	198,643	41,810	**240,453**

	Restricted funds 2024 £	*Unrestricted funds 2024 £*	*Total 2024 £*
Expenditure of charitable activities	*174,683*	*51,704*	*226,387*

7. Analysis of expenditure by activities

	Support costs 2025 £	Total funds 2025 £
Expenditure of charitable activities	240,453	**240,453**

	Support costs 2024 £	*Total funds 2024 £*
Expenditure of charitable activities	*226,387*	*226,387*

7. Analysis of expenditure by activities (continued)

Analysis of support costs

	Total funds 2025 £	*Total funds 2024 £*
Staff costs	**81,844**	*71,002*
General expenses	**2,234**	*2,395*
Venue costs	**39,061**	*35,882*
Rent	**7,114**	*7,300*
Insurance	**442**	*817*
Speaker fees	**10,688**	*10,466*
IT costs	**2,919**	*295*
SLA reimbursements	**86,349**	*87,348*
Legal and professional	**-**	*(625)*
Audit and accountancy	**2,864**	*3,266*
Printing and stationery	**3,465**	*3,098*
Subscriptions	**-**	*1,788*
Bank charge	**135**	*128*
Event AV support	**3,338**	*3,227*
	240,453	*226,387*

8. Independent examiner's remuneration

The independent examiner's remuneration amounts to an independent examiner fee of £1,898 (*2024 - £1,825*).

9. Staff costs

	2025 £	*2024* *£*
Wages and salaries	**69,730**	*71,373*
Social security costs	**3,466**	*(9,939)*
Pension costs	**8,648**	*9,568*
	81,844	*71,002*

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

	2025 No.	*2024* *No.*
Employees	**3**	*3*

No employee received remuneration amounting to more than £60,000 in either year.

The key management personnel of the Charity is the Business & Operations Manager. The total employee benefits, including employer pension contributions, of the key management personnel of the Charity is £48,009 (2024: £60,793).

10. Trustees' remuneration and expenses

During the year, no Trustees received any remuneration or other benefits *(2024 - £NIL)*.

During the year ended 31 August 2025, no Trustee expenses have been incurred *(2024 - £NIL)*.

11. Debtors

	2025 £	*2024* *£*
Due within one year		
Trade debtors	**2,160**	*180*
Other debtors	**16,294**	*17,561*
Prepayments and accrued income	**9,882**	*9,094*
	28,336	*26,835*

12. Current asset investments

	2025 £	*2024* *£*
Cash on deposit	**371,089**	*313,458*

13. Creditors: Amounts falling due within one year

	2025 £	*2024* *£*
Trade creditors	**7,101**	*5,659*
Other creditors	**601**	*70*
Accruals and deferred income	**76,382**	*63,956*
	84,084	*69,685*

	2025 £	*2024* *£*
Deferred income at 1 September 2024	**51,951**	*51,601*
Resources deferred during the year	**51,951**	*51,951*
Amounts released from previous periods	**(51,951)**	*(51,601)*
	51,951	*51,951*

At the balance sheet date the Charity was holding funds received in advance of £50,751 from the Devon County Council Commissioned Service Agreement, £600 from LAP Southwest for the annual DSLS leadership conference, and £600 from GM Coachwork Ltd for the annual DSLS leadership conference.

14. Statement of funds

Statement of funds - current year

	Balance at 1 September 2024 £	Income £	Expenditure £	Transfers in/out £	Gains/ (Losses) £	Balance at 31 August 2025 £
Designated funds						
Pension Bond	**65,000**	**-**	**-**	**-**	**-**	**65,000**
Redundancy Provision	**26,000**	**-**	**-**	**2,000**	**-**	**28,000**
	91,000	**-**	**-**	**2,000**	**-**	**93,000**
General funds						
Other Income	**39,063**	**63,370**	**(43,810)**	**(2,000)**	**-**	**56,623**
Devon County Council	**1,222**	**-**	**-**	**-**	**-**	**1,222**
Bank Interest	**14,118**	**11,912**	**-**	**-**	**-**	**26,030**
Pension reserve	**-**	**2,000**	**2,000**	**-**	**(4,000)**	**-**
	54,403	**77,282**	**(41,810)**	**(2,000)**	**(4,000)**	**83,875**
Total Unrestricted funds	**145,403**	**77,282**	**(41,810)**	**-**	**(4,000)**	**176,875**
Restricted funds						
Devon County Council	**172,132**	**203,000**	**(198,643)**	**-**	**-**	**176,489**
Total of funds	**317,535**	**280,282**	**(240,453)**	**-**	**(4,000)**	**353,364**

14. Statement of funds (continued)

The specific purposes for which the funds are to be applied are as follows:

Restricted Funds
Devon County Council
£203,000 received in year to be spent in line with the Commissioned Service Agreement.

Pension Reserve
The charity's share of the assets and liabilities in the Local Government Pension Scheme. This is currently made Nil due to an excess of scheme assets over scheme liability which was inherited on conversion from the local authority.

Designated Funds
The Trustees have designated £93,000 which has been split between £28,000 for a redundancy provision and £65,000 in relation to a proposed Escrow Agreement in lieu of a Pension Bond, with the transfer of £2,000 between the designated and unrestricted funds for the increase in the redunancy provision.

14. Statement of funds (continued)

Statement of funds - prior year

	Balance at 1 September 2023 £	*Income* £	*Expenditure* £	*Transfers in/out* £	*Balance at 31 August 2024* £
Unrestricted funds					
Designated funds					
Pension Bond	*70,000*	*-*	*-*	*(5,000)*	*65,000*
Redundancy Provision	*30,000*	*-*	*-*	*(4,000)*	*26,000*
	100,000	*-*	*-*	*(9,000)*	*91,000*
General funds					
Other Income	*14,694*	*69,567*	*(54,198)*	*9,000*	*39,063*
Devon County Council	*1,728*	*-*	*(506)*	*-*	*1,222*
Bank Interest	*3,804*	*10,314*	*-*	*-*	*14,118*
Pension reserve	*-*	*2,000*	*3,000*	*(5,000)*	*-*
	20,226	*81,881*	*(51,704)*	*4,000*	*54,403*
Total Unrestricted funds	*120,226*	*81,881*	*(51,704)*	*(5,000)*	*145,403*
Restricted funds					
Devon County Council	*143,815*	*203,000*	*(174,683)*	*-*	*172,132*
Total of funds	*264,041*	*284,881*	*(226,387)*	*(5,000)*	*317,535*

15. Analysis of net assets between funds

Analysis of net assets between funds - current year

	Restricted funds 2025 £	Unrestricted funds 2025 £	Total funds 2025 £
Current assets	227,240	210,208	**437,448**
Creditors due within one year	(50,751)	(33,333)	**(84,084)**
Total	176,489	176,875	**353,364**

Analysis of net assets between funds - prior year

	Restricted funds 2024 £	*Unrestricted funds 2024 £*	*Total funds 2024 £*
Current assets	*222,883*	*164,337*	*387,220*
Creditors due within one year	*(50,751)*	*(18,934)*	*(69,685)*
Total	*172,132*	*145,403*	*317,535*

16. Contingent asset

The actuary has valued the LGPS pension position as an overall asset of £81,000 at 31 August 2025. However, this asset has not been recognised on the balance sheet of the charity. Instead the year end position has been capped at £Nil. The charity is pooled within its respective Local Government Pension Schemes and a refund from the scheme is considered unlikely. Therefore, as the charity will not gain any future economic benefits as a result of the asset position, it is not considered appropriate to recognise this as an asset on the balance sheet.

17. Pension commitments

The Charity operates a defined benefit pension scheme.

The Charity employees belong to the Local Government Pension Scheme (LGPS) for non-teaching staff, which is managed by Devon County Council. This is a multi-employer defined benefit scheme.

The latest actuarial valuation of the LGPS related to the period ended 31 August 2025.

There were no outstanding contributions payable to the scheme at the end of the financial year.

The LGPS is a funded defined benefit pension scheme, with the assets held in separate trustee-administered funds. The total contribution made for the year ended 31 August 2025 was £13,952 (2024: £16,130), of which employer's contributions totalled £10,648 (2024: £12,568) and employees' contributions totalled £3,305 (2024: £3,562). As a closed scheme, not open to new employees, the agreed contribution rates for fiscal years 2024/25, 2025/26 and 2026/27 are 26.4 per cent for the employer. The agreed contribution rate for employees for the 2024/25 and 2025/26 fiscal years is between 5.5 - 12.5 per cent banded according to annual salary.

Devon County Council (DCC) previously acted as a guarantor to the defined pension benefit liability under an Admissions Agreement between DSLS and DCC in its capacity as Administering Authority and Scheme Employer for the LGPS in relation to staff who have transferred to the Charity under a TUPE transfer. The DCC Guarantee took effect on 1 June 2021 and ceased on 31 May 2024.

In lieu of a replacement Pension Bond, the Charity is presently arranging for cash balances of £65,000 (as determined by the latest actuarial valuation) to be deposited by way of a joint Escrow Agreement between DSLS, DCC and agents Zedra Trust Company (UK) Ltd as ongoing surety to support the LGPS Admissions Agreement.

Principal actuarial assumptions

	At 31 August 2025 **%**	*At 31 August 2024* *%*
Rate of increase in salaries	**3.50**	*3.85*
Rate of increase for pensions in payment/inflation	**2.50**	*2.85*
Discount rate for scheme liabilities	**6.00**	*5.05*
Inflation assumption (CPI)	**2.50**	*2.85*

	At 31 August 2025 **Years**	*At 31 August 2024* *Years*
Retiring today		
Males	**21.3**	*21.4*
Females	**24.0**	*22.7*
Retiring in 20 years Males	**22.9**	*22.7*
Retiring in 20 years Females	**25.7**	*24.1*

17. Pension commitments (continued)

Sensitivity analysis

	At 31 August 2025 £	*At 31 August 2024 £*
Discount rate +0.1%	**(3,000)**	*(3,000)*
Discount rate -0.1%	**3,000**	*3,000*
Mortality assumption - 1 year increase	**3,000**	*5,000*
Mortality assumption - 1 year decrease	**(3,000)**	*(5,000)*
CPI rate +0.1%	**3,000**	*3,000*
CPI rate -0.1%	**(3,000)**	*(3,000)*

The Charity's share of the assets in the scheme was:

	At 31 August 2025 £	*At 31 August 2024 £*
Equities	**125,000**	*114,000*
Corporate bonds	**55,000**	*48,000*
Property	**18,000**	*15,000*
Cash and other liquid assets	**6,000**	*5,000*
Other	**34,000**	*27,000*
Total fair value of assets	**238,000**	*209,000*

The actual return on scheme assets was £16,000 *(2024 - £22,000)*.

The amounts recognised in the Statement of financial activities are as follows:

	2025 £	*2024 £*
Current service cost	**8,000**	*9,000*
Interest income	**(11,000)**	*(10,000)*
Interest cost	**9,000**	*8,000*
Total amount recognised in the Statement of financial activities	**6,000**	*7,000*

17. Pension commitments (continued)

Movements in the present value of the defined benefit obligation were as follows:

	2025 £
Opening defined benefit obligation	**209,000**
Interest cost	**9,000**
Contributions by scheme participants	**3,000**
Actuarial losses	**9,000**
Current service cost	**8,000**
Closing defined benefit obligation	**238,000**

Movements in the fair value of the Charity's share of scheme assets were as follows:

	2025 £
Opening fair value of scheme assets	**209,000**
Expected return on assets	**11,000**
Actuarial gains	**5,000**
Contributions by employer	**10,000**
Contributions by scheme participants	**3,000**
Closing fair value of scheme assets	**238,000**

18. Related party transactions

Mr J Bishop OBE, Chair of Trustees, is also the CEO of the the Cornerstone Academy Trust who provided office space to Devon Schools Leadership Services. The office space was relocated on 16/05/2025 when this Related Party arrangement ceased. Transactions during the year totalled £5,181 (2024: £7,300) and there was £NIL (2024: £NIL) included within creditors at the year end. Devon Schools Leadership Services also provided Leadership Conferences to Cornerstone Academy Trust, totaling £4,065 (2024: £2,662) and there was £NIL (2024: £NIL) included within debtors at the year end. Cornerstone Academy Trust also provides 3 laptops and IT support to DSLS employees under a rental agreement. Transactions during the year totalled £488 (2024: £NIL) relating to rental for the 5 month period April - August 2025 and there was £NIL (2024: £NIL) included within creditors at the year end.

Trustee M Bowler's wife Mrs D Bowler, who is the headteacher at Braunton Academy, was an elected member of the Schools Leadership Group (SLG) from 29/02/2022 until 20/06/2024 during which time she represented secondary schools on various Local Authority working groups alongside other headteacher representatives as agreed by the SLG against a Service Level Agreement. The trust board are not involved in this decision making process. The releasing school or academy is subsequently reimbursed at a fixed rate of £50 per hour for time attending meetings. The transactions relate to 1 invoice for meeting reimbursement during the 2024/25 academic year. Transactions during the year totalled £125 (2024: £3,045) and there was £NIL (2024: £NIL) included within creditors at the year end.

Trustee D Morrow (resigned 31/10/24) who is a CEO & Trust leader at Dartmoor MAT. Between 20/09/2023 and 31/08/2025, Mr T Muller-Forster who was an employee at Dartmoor Multi Academy Trust and an elected member of the Schools Leadership Group (SLG), represented secondary schools on various Local Authority working groups alongside other headteacher representatives as agreed by the SLG against a Service Level Agreement. The trust board are not involved in this decision making process. The releasing school or academy is subsequently reimbursed at a fixed rate of £50 per hour for time attending meetings. The transactions relate to 3 invoices for SLA reimbursement during the 2023/24 and 2024/25 academic years. Transactions during the year totalled £2,425 (2024: £938) and there was £675 (2024: £450) included within creditors at the year end.

During the year DSLS received income of £50+vat from Dartmoor Multi Academy Trust, who Trustee D Morrow (resigned 31/10/24) is a CEO & Trust leader at Dartmoor MAT, this was in relation to late cancellation fees for 1 employee (Mr T Muller-Forster) at the trust due to attend the Autumn Briefing - a published cancellation charge for all delegates. Transactions during the year totalled £50 (2024: £100) and there was £NIL (2024: £NIL) included within debtors at the year end.

Mr J Buchanan is an employee at Dartmoor Multi Academy Trust, who Trustee D Morrow (resigned 31/10/24) is a CEO & Trust Leader for, and an elected member of Devon Education Forum (DEF) since 01/09/2024 and since this time has represented secondary academy trusts on DEF alongside other headteacher member as elected by secondary academy trusts supported by a Service Level Agreement. The trust board are not involved in this decision making process. The releasing school or academy is subsequently reimbursed at a fixed rate of £50 per hour for time attending meetings. The transactions relate to 1 invoice for SLA reimbursement during the 2024/25 academic yeas. Transactions during the year totalled £838 (2024: £NIL) and there was £388 (2024: £NIL) included within creditors at the year end.

18. Related party transactions (continued)

Mr A Sweeney is an employee at Dartmoor Multi Academy Trust, who Trustee D Morrow (resigned 31/10/24) is a CEO & Trust Leader for, and a co-opted member of the Schools Leadership Group (SLG) since 20/3/2025 and since this time he has represented secondary schools on various Local Authority working groups alongside other headteacher representatives as agreed by the SLG against a Service Level Agreement. The trust board are not involved in this decision making process. The releasing school or academy is subsequently reimbursed at a fixed rate of £50 per hour for time attending meetings. The transactions relate to 2 invoices for SLA reimbursement during the 2024/25 academic year. Transactions during the year totalled £475 (2024 - £NIL) and there was £NIL (2024: £NIL) included within creditors at the year end.

Mrs S Wharf is an employee at Education South West and commissioned as a Professional Partner under the DSLS aHead Service to provide professional support to school leaders. The trust board/Mr Shanks was not involved in the recruitment process or ongoing management of the aHead service. The releasing school or academy is subsequently reimbursed at a fixed rate of £50 per hour for time provided to support colleagues. Transactions during the year totalled £1,200 (2024: £213) and there was £300 (2024: £75) included within creditors at the year end.

Mr S Farmer is an employee at Ted Wragg MAT and represents secondary schools on various Local Authority working groups alongside other headteacher representatives as agreed by the SLG against a Service Level Agreement. The trust board are not involved in this decision making process. The releasing school or academy is subsequently reimbursed at a fixed rate of £50 per hour for time attending meetings. The transactions relate to 2 invoices for SLA reimbursement during the 2024/25 academic year. Transactions during the year totalled £300 (2024: £300) and there was £NIL (2024: £200) included within creditors at the year end.

Ms J Fossey is an employee at Ted Wragg MAT and a member of the Schools Leadership Group (SLG) from 11/01/2023 until 26/01/2025 and during this time represented secondary schools on various Local Authority working groups alongside other headteacher representatives as agreed by the SLG against a Service Level Agreement. The trust board are not involved in this decision making process. The releasing school or academy is subsequently reimbursed at a fixed rate of £50 per hour for time attending meetings. The transactions relate to 3 invoices for SLA reimbursement during the 2024/25 academic year. Transactions during the year totalled £2,263 (2024: £1,600) and there was £600 (2024: £563) included within creditors at the year end.

DEVON SCHOOLS LEADERSHIP SERVICES CIO

England & Wales - Charity number 1186756

Accounts

Charity number: 1186756

DEVON SCHOOLS LEADERSHIP SERVICES CIO

UNAUDITED

TRUSTEES' REPORT AND FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 AUGUST 2024

DEVON SCHOOLS LEADERSHIP SERVICES CIO

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DEVON SCHOOLS LEADERSHIP SERVICES CIO

REFERENCE AND ADMINISTRATIVE DETAILS OF THE CHARITY, ITS TRUSTEES AND ADVISERS FOR THE YEAR ENDED 31 AUGUST 2024

Trustees	K Hughes R Coles (appointed 3 October 2023) T Briant-Evans (re-appointed 20 March 2024) G Myles J Bishop, Chair (re-appointed 20 March 2024) M Shanks (re-appointed 20 March 2024) I Johnson D Morrow M Bowler (appointed 29 November 2023) J Hunter (appointed 29 November 2023)
Charity registered number	1186756
Principal office	Monkerton Community Primary School Sestertius Road Monkerton Exeter Devon EX1 3WS
Key management personnel	C Coates (Business & Operations Manager)
Accountants	Griffin Chartered Accountants Courtenay House Pynes Hill Exeter EX2 5AZ

TRUSTEES' REPORT
FOR THE YEAR ENDED 31 AUGUST 2024

Trustees present their annual report together with the financial statements of the Charity for the year ended 31 August 2024.

Objectives and activities

a. Policies and objectives

The objectives of the Charity are:

"To advance education, for the public benefit, by supporting teaching and learning, leadership and community engagement in schools throughout Devon and South West England. Specifically, to be met through the provision of relevant training and development to ensure schools have the most effective leadership, pedagogy and support in place for the benefit of children, young people, and families."

These objectives are broken down into the following motivating drivers:

- Be the voice of and support for school leadership in the south-west;
- Become the conduit for school leadership and school improvement;
- Proactively address the needs of leaders to ultimately benefit learners; and
- Become a self-sustaining, not-for-profit organisation.

b. Strategies for achieving objectives

The key aim of DSLS is to provide support to school leaders across the South West. This, in turn, delivers benefits to all stakeholders of the school, in particular the school's pupils and their families.

In setting our objectives and planning our activities DSLS trustees have given careful consideration to the Charity Commission’s public benefit guidance.

The main strategies for achieving the Charity's Objectives are:

- Representation – at various stakeholder groups & boards;
- Consultation – with the DSLS membership base of school leaders;
- Communication – via newsletters, briefing events and other meetings in addition to other resources e.g. website; and
- Leadership development & support – CPD opportunities and pastoral support for new & existing school leaders.

Objectives and activities (continued)

c. Activities undertaken to achieve objectives

Specifically, DSLS fulfilled its objectives by:

- Sending regular communications to school leaders with key information and guidance;
- Seeking views and feedback on key issues affecting education by way of surveys which then inform key decision making when representing schools on various stakeholder groups.
- Hosting face to face School Leadership Briefings with keynote speakers to update school leaders on current guidance as well as provide a forum for professional dialogue and support. This included speakers from Ofsted, the SW Regions Group, and officers from Devon County Council (DCC) Children & Young People's Futures Service;
- Offering a range of CPD for school leaders including adapting the curriculum for SEND pupils and effective complaints handling. Inviting local and national speakers to present on the inclusion agenda and SEND provision in mainstream, Special and Alternative Provision;
- Embedding and developing further the aHead service which provides experienced school leaders with a pastoral support service via a dedicated Professional Partner and a 2 year induction programme for newly appointed or acting headteachers. This ensures that no colleagues are vulnerable or isolated. The offer has since been extended on a traded basis to include providing support to middle leaders;
- Following a successful pilot, the DSLS Headteacher Performance Management package was fully launched with a good level of interest and schools signed up as the first cohort;
- Effective delivery against Key Performance Indicators and renewal of the Commissioned Services Agreement with Devon County Council to fulfil its statutory responsibility to consult with schools on matters regarding policy around funding, SEND, School Organisation, Capital & Maintenance and Safeguarding;
- Relevant CPD for school leaders at the annual two- day residential conference.

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

Devon Schools Leadership Services CIO is a professional body representing a membership of school leaders from within c.351 Devon schools, academies and trusts. Members are responsible for the education of just under 100,000 children and young people across the early years, primary, secondary & further education phases within the local authority. The organisation speaks on behalf of its members and acts on behalf of children and young people by:

- Providing professional advice and support to members;
- Providing a range of core activities and services for subscribing members related to key educational subjects;
- Working to shape and influence local and national education policy;
- Developing a suite of traded services to meet the needs of school leaders whilst generating income for future sustainability;
- Delivering continuous professional development relevant to school leadership and the education.

Objectives and activities (continued)

The 12 months ended 31 August 2024 was the third trading year for DSLS since its inception in 2019. The main focus of activities continues to be supporting and equipping school leaders with strategies and resources to mitigate the ongoing legacy of Covid 19 in terms of attendance, challenging behaviour and the mental health and wellbeing of pupils which are all contributing to the escalation in persistent absence, exclusions and elective home education. This is on top of the social and economic upheaval since the pandemic which has resulted in many more families struggling and schools having to meet increased levels of pupil need. School leaders have been supported in their day to day roles through regular communications but also termly face to face briefing events with the benefit of shared and collaborated approach.

More and more schools are expected to do more in terms of extending levels of support for the most vulnerable, whilst budgets are shrinking in real terms owing to the impact of inflation, energy costs or unfunded pay rises and employment liabilities. With an inequitable National Funding Formula resulting in a poorer funding settlement for Devon schools compared with other elsewhere, is creating an extremely challenging time for education and DSLS exists to support leaders, representing the schools' voice at both strategic and operational levels. The Charity achieves this by acting as a conduit between Devon schools and the Department for Education, the Local Authority, and other education agencies , providing timely guidance and clarity to support school leaders.

Achievements and performance

a. Main achievements of the Charity

During 2023/24, DSLS continued to service the DCC Commissioned Services Agreement by regularly attending meetings of various strategic boards and working groups via face-to-face meetings and in some cases, blended or virtual options.

Two-way communication between schools and the various groups is achieved by way of cascading information and guidance to the wider education community on any issues or actions arising for schools. On occasions, this may necessitate consultation on behalf of the local authority or DfE Regions Group, for example, surveying school leaders on the local funding formula, locally commissioned providers of Alternative Provision etc.

DSLS holds regular meetings with DCC to agree joint priorities for both Devon schools and the local authority and to ensure that these are reflected in the Commissioned Services Agreement. For 2023/24 the main focus has been the continued support of the ongoing improvement work in both DCC Children's Services and the SEND Local Area Offer. Linked to this is the scrutiny of the escalating overspend in the High Needs Block and how this can be redressed through changes in practice and culture, but not at the expense of inclusion.

In March 2024, DSLS representatives worked closely with senior DCC officers to secure the Devon SEND Safety Valve Programme which will see an extra £95 million of national funds set aside to reduce the deficit on special needs education. This is an agreement between Devon County Council and the Department for Education to address a large deficit in funding for Special Educational Needs and Disabilities (SEND). The agreement aims to reduce the cumulative deficit to zero by 2032. In exchange for financial support, Devon has committed to improving inclusive capacity in mainstream schools and improving data use. Monitoring progress against the Management Actions Plan within the Safety Valve Agreement alongside the SEND Transformation Programme and holding all partners in the locality to account will be a key focus for the strategic board on which schools are represented through DSLS.

Performance under the Commissioned Services Agreement is reviewed regularly to determine the effectiveness of this partnership working and the contribution of DSLS towards achieving targeted outcomes in terms of school leader attendance at meetings, effectiveness of representation, and subsequent information sharing.

Achievements and performance (continued)

Throughout the year, DSLS hosted regular face-to-face Briefing Events for school leaders each term. These events continue to be welcomed by school leaders and are well attended, providing the opportunity to hear key updates from the Local Authority, Department for Education (DfE) Regions Group and Ofsted as well as external speakers presenting on topical issues relevant to the education community and schools.

At the Autumn 2023 event, delegates heard updates from senior leaders in the DCC Education team and representatives from ; from Essex County Council to demonstrate locality working as a potential model for a re-design of Devon's Children's Services, updates from South West DfE Regional Director, Ofsted and a practitioner from NHS Devon raising awareness of "Asthma Friendly Schools".

In Spring 2024, school leaders received a number of updates from other agencies including Public Health to familiarise leaders on Devon Schools Wellbeing Partnership and PSHE Association membership offer, updates on the increased incidences and risks associated with Measles as well as wider health protection, disordered eating, free CPR and defibrillator training for school staff provided by a local charity, Jay's Aim. Jim Roberson, Discipline Coach, author and speaker gave a keynote which advocated the partnership between children and school. "The school commits to teach children everything they need to succeed in and beyond school, no matter what career choices they make. In return, children commit to doing 'what needs to be done, when it needs to be done, the way it needs to be done".

Like many other authorities, Devon has a growing number of children and young people in its mainstream schools with special educational needs including social, emotional, medical and mental health difficulties. These children and young people are the most likely to be excluded, become school refusers, achieve poor outcomes and struggle in our mainstream education system. Promoting inclusion within schools and retaining as many of our children and young people with additional needs in mainstream settings is an ongoing priority for Devon schools as the local authority develops its own SEND strategies. With this in mind, the summer leadership briefing once again included local and national speakers to present on inclusivity and working differently to create Alternative Provision solutions in school settings which included the presentation of Social, Emotional, and Mental Health (SEMH) case studies demonstrating positive impact for KS3 & KS4 pupils in a North Devon college. Continuing on this theme Joe Sparks, former CEO, now coach, speaker and leadership thinker inspired leaders with his "Outlier Five" presentation. Encouraging leaders to think differently, he set a challenge to delegates around brave leadership asking, "What do you want to be different?" "What do you want? What is the reality? What are your options? What will you do?"

During each Briefing event there is time for professional dialogue, networking and the sharing of good practice. Delegates are requested to evaluate the impact and relevance of the Briefing programmes in relation to their school leadership roles and are invited to suggest topics for future content where additional information or support may be useful. This feedback is then reviewed, alongside any other key education messages, and is used to plan and shape the agenda at subsequent events.

The DSLS aHead service, a confidential professional support service which is valued by school leaders, is now well established with 67% of Devon school leaders engaged in regular dialogue with their designated Professional Partner. Of the remaining school leaders, approximately one third are aware of the availability of the aHead service but feel that either they do not require support at this point in time or some may have access to alternative mentoring or coaching programmes, perhaps via their trust.

Achievements and performance (continued)

The turnover of school leadership posts remains high with 84 changes to leadership posts seen in 2023/24 versus 99 in 2022/23. Vacancies may arise due to retirement, but it is increasingly common to see school leaders leaving the profession to pursue other opportunities at a younger age due to factors such as workload, mental health, accountability stakes and inadequate school funding. Whilst recruitment and retention across all roles within schools is an ongoing concern, these financial pressures are often forcing restructures or academisation resulting in fewer leadership posts being advertised. Of the new appointments, around 56 were new to a school leadership role and were allocated a named Professional Partner and offered support under aHeadStart which is the two year induction strand of the service. This included an Induction event run alongside Devon County Council local officers who outlined various statutory functions and core services whilst the aHeadStart session provided information on the support available from DSLS and their aHead Professional Partner.

The mental health and wellbeing of school leaders and their staff has also been reinforced by the availability of the Education Support Employee Assistance (EAP) Scheme. All DSLS school leaders can subscribe to this service which complements the work of the Professional Partners by providing out of hours access to a confidential information, support, and a counselling service available 24 hours a day, 365 days a year. DSLS is committed to the personal and professional welfare of its school leaders and to ensuring that no school leader ever feels isolated or unsupported. This is to protect the mental health and wellbeing of individuals, but also to prevent school leaders being absent from school due to ill health or ultimately feeling unable to continue in the profession with the resultant loss of highly invested experience and knowledge.

DSLS was delighted to be able to host its popular Annual School Leadership Conference at Saunton Sands in October 2023. Once again, a group of 125 headteachers and leadership teams attended this two day residential event which offered a programme of national keynote speakers including Joe Sparks presenting on Who you are and what you do as an individual leader; Steph Ainsworth on “Context matters: a social-ecological approach to teacher resilience”: Dr Pooky Knightsmith on “The Mentally Healthy School: A Framework for Change”; Will Njobvu on The importance of diversity in education and concluding with Dave Keeling “Make’Em Laugh Make’Em Think - The Power of Laughter and Humour to help us thrive not survive”. Completed evaluation forms provided feedback from that delegates found the speaker programme to be thought provoking, inspirational, motivational and a great opportunity to take new ideas back to school. The ability to take dedicated leadership time for strategic planning and personal CPD is a valued aspect of the conference as well as networking with other colleagues.

b. Future plans

Following the appointment of 3 new trustees during the year the Board has benefitted from a period of stability and an excellent breadth of skills and knowledge. The Board has commenced its strategic review and has identified a new structure which will help to better support the charitable objectives and priorities for Devon schools. The revised business model will be developed further working in partnership with DCC to identify join priorities for focussed project work in key areas such as inclusion, attendance and reducing exclusions, The Schools Executive Committee is the operational delivery group for DSLS responsible primarily for the fulfilment of the DCC Commissioned Services Agreement and reporting to the Board of Trustees. Under the new structure, this will be renamed as the Schools Leadership Group and members will hold portfolio responsibilities aligned to each business area with a strong emphasis on evidencing the impact of these workstreams.

Achievements and performance (continued)

The future funding of the Charity is still very much reliant on schools supporting the top slice arrangement which is voted on annually. This makes forward financial planning difficult and there are many associated risks for schools, the local authority and other stakeholders should the service become unsustainable in the absence of the current funding model. The Board of Trustees are also mindful of the Charity's employment liabilities and future contractual obligations such as office accommodation. The option of a subscription model is not considered to be viable unless all schools are subscribed nor is it the optimal in terms representing a single representative voice for all Devon schools. The 3-year Strategic Plan will therefore aim to consolidate and build on what currently works well, demonstrate the value of DSLS for all Devon schools irrespective of sector or governance. This will also still include securing agreements with strategic partners, sponsors and trusted suppliers, increasing engagement levels with the existing DSLS school leaders, expanding the offer to an Associate subscription to nonDevon schools and developing further the programme of conference and events. Additionally, the further development of other support packages for school leaders via the aHead Service e.g. the Appraisal and Performance Management model, with plans for a middle leader development programme, peer reviews and coaching models.

c. Investment policy and performance

The Charity does not currently have any fixed asset investments.

Cash balance reserves are held in bank savings accounts split between a 35 day notice Liquidity Manager account and an instant access Business Reserve account.

The instant access Business Reserve account contains funds which need to be readily available. This includes funds designated as provisions for redundancy and a pension bond should the latter be required to support the renewal of the LGPS Admissions Agreement.

Under the Financial Services Compensation Scheme (FSCS), a charity's eligible deposits with banks, building societies and credit unions that are authorised by the Prudential Regulation Authority (PRA) are protected up to £85,000 per authorised institution. This means that how a charity spreads its money can affect the amount of compensation the charity is entitled to as all the charity's accounts held with the failed bank or banking group would be aggregated and only protected up to £85,000 in total.

During the year, the opening of two new savings accounts with different banks authorised by the PRA has helped to mitigate any potential risk of loss and resulted in a better return in terms of bank interest received.

Financial review

a. Going concern

After making appropriate enquires, the Trustees have a reasonable expectation that the Charity has adequate resources to continue in operational existence for the foreseeable future. For this reason, they continue to adopt the going concern basis in preparing the financial statements. Further details regarding the adoption of the going concern basis can be found in the accounting policies.

b. Reserves policy

DSLS presently holds total funds of £317,535 comprising £146,818 of unrestricted reserves and £170,682 of restricted funds.

The Board of Trustees have duly considered its Reserves Policy and has designated the following funds from within unrestricted funds for the following purposes:

Defined Benefits Pension Scheme – £65,000

On 1 June 2021, two members of DCC staff transferred to DSLS under TUPE regulations which included membership of the Local Government Pension Scheme. The charity was granted Admitted Body Status to the pension scheme supported by a 3year guarantee given by DCC, in lieu of a bond surety which had originally been calculated as £69,000 by Actuaries Barnett Waddingham. One member of staff resigned in July 2021 and their membership of the scheme is currently deferred. Following the expiry of the DCC guarantee, DSLS is now expected to provide alternative security to cover this liability which has been reassessed by the actuary at £65,000 and reserves have been set aside and designated for this purpose which will in due course be lodged under a joint Escrow Agreement between DSLS, DCC and agents Zedra Trust Company (UK) Ltd.

Redundancy Liability - £26,000

Following a change in employees and contracted hours, the redundancy liability has been re-calculated for the one remaining member of permanent staff who transferred to the charity under the terms of a TUPE transfer from DCC. This combined provision has been calculated as the liability at 31 August 2024 and is reviewed annually.

c. Finance review

During the year, the charity received total income of £286,331. Within this, bank interest of £10,314 (£3,196 in 2022/23) was received and £203,000 related to the DCC Commissioned Services Agreement (CSA) grant income and the balance of £71,017 from traded activities.

Total expenditure in the year was £227,837 of which £173,133 was against restricted funds and £54,704 unrestricted, resulting in an overall net surplus of £58,494.

The Commissioned Services Agreement with DCC is the principal source of income for the Charity.

Structure, governance and management

a. Constitution

Devon Schools Leadership Services CIO is a charitable unincorporated organisation, number 1186756, governed by its constitution dated 17 October 2019. DSLS was formally launched on 1 September 2020 following the merger of the two legacy phase associations, DAPH and DASH.

Details of the Trustees who served throughout the year are included on the Reference and Administration Details on page 1.

b. Methods of appointment or election of Trustees

Trustees are recruited based on their skills knowledge and experience needed for the effective administration of the Charity.

Trustees must be appointed for a term of four years by a resolution passed at a properly convened meeting of the Charity Trustees. Except from the first Charity Trustees.

There must be at least five Charity Trustees. If the number falls below this minimum, the remaining Trustee or Trustees may act only to call a meeting of the Charity Trustees or appoint a new Charity Trustee.

The maximum number of Charity Trustees is ten. The Charity Trustees may not appoint any Charity Trustee if as a result the number of Charity Trustees would exceed the maximum.

Any person retiring as a charity trustee is eligible for reappointment.

A charity trustee who has served for three consecutive terms may not be reappointed for a fourth consecutive term but may be reappointed after an interval of at least one year.

c. Policies adopted for the induction and training of Trustees

All Trustees are fully inducted by the Charity on its aims and objectives and the role they have on the developing the Charity. The Trustees have all received the Charities' Commission guidance on the Roles and Responsibilities of the Charity Trustees.

d. Pay policy for key management personnel

DSLS employees are offered fair pay in accordance with their skills, experience and contribution to the development of the Charity. Remuneration is reviewed annually by the Trustees of the Charity and is benched mark against similar job roles in the public sector.

e. Financial risk management

The Trustees actively and regular review any major risks that the Charity faces. This involves regularly reviews of the Charities risk register and key financial controls. Statement of Trustees' responsibilities.

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

Statement of Trustees' responsibilities

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

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

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles of the Charities SORP (FRS 102);
- make judgments and accounting estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards (FRS 102) have been followed, subject to any material departures disclosed and explained in the financial statements;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the Charity will continue in business.

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

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

J Bishop
Chair of Trustees

G Myles
Finance & Audit Trustee

INDEPENDENT EXAMINER'S REPORT
FOR THE YEAR ENDED 31 AUGUST 2024

Independent examiner's report to the Trustees of Devon Schools Leadership Services CIO ('the Charity')

I report to the charity Trustees on my examination of the accounts of the Charity for the year ended 31 August 2024.

Responsibilities and basis of report

As the Trustees of the Charity you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ('the 2011 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 the applicable Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act.

Independent examiner's statement

Since the Charity's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the 2011 Act. I confirm that I am qualified to undertake the examination because I am a member of the ICAEW, which is one of the listed bodies.

Your attention is drawn to the fact that the Charity has prepared the accounts 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) in preference to the Accounting and Reporting by Charities: Statement of Recommended Practice issued on 1 April 2005 which is referred to in the extant regulations but has been withdrawn.

I understand that this has been done in order for the accounts to provide a true and fair view in accordance with the Generally Accepted Accounting Practice effective for reporting periods beginning on or after 1 January 2015.

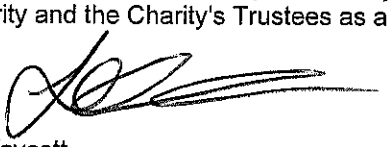
I have completed my examination. I confirm that no matters have come to my attention in connection with the examination giving me cause to believe that in any material respect:

1. accounting records were not kept in respect of the Charity as required by section 130 of the 2011 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.

INDEPENDENT EXAMINER'S REPORT (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2024

This report is made solely to the Charity's Trustees, as a body, in accordance with Part 4 of the Charities (Accounts and Reports) Regulations 2008. My work has been undertaken so that I might state to the Charity's Trustees those matters I am required to state to them in an Independent examiner's report and for no other purpose. To the fullest extent permitted by law, I do not accept or assume responsibility to anyone other than the Charity and the Charity's Trustees as a body, for my work or for this report.

Signed:  Dated: 21/1/25

Laura Waycott FCA

Griffin
Chartered Accountants
Courtenay House
Pynes Hill
Exeter
EX2 5AZ

STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 31 AUGUST 2024

	Note	Restricted funds 2024 £	Unrestricted funds 2024 £	Total funds 2024 £	*Total funds 2023 £*
Income from:					
Charitable activities	4	**203,000**	**69,567**	**272,567**	*277,260*
Investments	5	**2,000**	**10,314**	**12,314**	*3,196*
Total income		**205,000**	**79,881**	**284,881**	*280,456*
Expenditure on:					
Charitable activities	6	**171,683**	**54,704**	**226,387**	*260,034*
Total expenditure		**171,683**	**54,704**	**226,387**	*260,034*
Net movement in funds before other recognised gains/(losses)		**33,317**	**25,177**	**58,494**	*20,422*
Other recognised gains/(losses):					
Actuarial (losses)/gains on defined benefit pension schemes	16	**-**	**(5,000)**	**(5,000)**	*16,000*
Net movement in funds		**33,317**	**20,177**	**53,494**	*36,422*
Reconciliation of funds:					
Total funds brought forward		**143,815**	**120,226**	**264,041**	*227,619*
Net movement in funds		**33,317**	**20,177**	**53,494**	*36,422*
Total funds carried forward		**177,132**	**140,403**	**317,535**	*264,041*

The Statement of financial activities includes all gains and losses recognised in the year.

The notes on pages 15 to 32 form part of these financial statements.

BALANCE SHEET
AS AT 31 AUGUST 2024

	Note	2024 £		2023 £	
Current assets					
Debtors	11	**26,835**		*5,086*	
Investments	12	**313,458**		*100,663*	
Cash at bank and in hand		**46,927**		*258,721*	
		387,220		*364,470*	
Creditors: amounts falling due within one year	13	**(69,685)**		*(100,429)*	
Net current assets			**317,535**		*264,041*
Total assets less current liabilities			**317,535**		*264,041*
Net assets excluding pension asset			**317,535**		*264,041*
Total net assets			**317,535**		*264,041*
Charity funds					
Restricted funds	14		**172,132**		*143,815*
Unrestricted funds	14		**145,403**		*120,226*
Total funds			**317,535**		*264,041*

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

J Bishop
Chair of Trustees

G Myles
Finance & Audit Trustee

The notes on pages 15 to 32 form part of these financial statements.

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

1. General information

Devon Schools Leadership Services CIO is a Charitable Incorporated Organisation registered in England & Wales. Its registered office address is Monkerton Community Primary School, Sestertius Road, Monkerton, Exeter, Devon, EX1 3WS.

2. Accounting policies

2.1 Basis of preparation of financial statements

The financial statements have been prepared to give a 'true and fair' view and have departed from the Charities (Accounts and Reports) Regulations 2008 only to the extent required to provide a 'true and fair' view. This departure has involved following the Charities SORP (FRS 102) published in October 2019 rather than the Accounting and Reporting by Charities: Statement of Recommended Practice effective from 1 April 2005 which has since been withdrawn.

Devon Schools Leadership Services 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.

2.2 Going concern

The Trustees have considered the financial position of the Charity for a period of at least 12 months from the date of signing the accounts, including factoring the year end reserves position and post year end income and expenditure, and expect the Charity to continue as a going concern and have prepared the accounts on this basis.

2.3 Income

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

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

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

2. Accounting policies (continued)

2.4 Expenditure

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

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

2.5 Interest receivable

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

2.6 Investments

Current asset investments are those which are held for resale or pending their sale and cash on deposit with a maturity date of less than one year held for short-term investment purposes rather than cashflow.

2.7 Debtors

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

2.8 Cash at bank and in hand

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

2.9 Liabilities and provisions

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

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

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

2. Accounting policies (continued)

2.10 Financial instruments

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

2.11 Pensions

The Charity operates a defined contribution pension scheme, and the pension charge represents the amounts payable by the Charity to the fund in respect of the year.

The Charity also operates a defined benefits pension scheme, and the pension charge is based on a full actuarial valuation dated 31 March 2022.

2.12 Fund accounting

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

Designated funds comprise unrestricted funds that have been set aside by the Trustees for particular purposes. The aim and use of each designated fund is set out in the notes to the financial statements.

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

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

3. Critical accounting estimates and areas of judgment

Estimates and judgments are continually evaluated and are based on historical experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances.

Critical accounting estimates and assumptions:

The Charity makes estimates and assumptions concerning the future. The resulting accounting estimates and assumptions will, by definition, seldom equal the related actual results. The estimates and assumptions that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next financial year are discussed below.

The present value of the Local Government Pension Scheme defined benefit liability depends on a number of factors that are determined on an actuarial basis using a variety of assumptions. The assumptions used in determining the net cost or income for pensions include the discount rate. Any changes in these assumptions, which are disclosed in note 16, will impact the carrying amount of the pension liability. Furthermore a roll forward approach which projects results from the latest full actuarial valuation performed at 31 March 2022 has been used by the actuary in valuing the pensions liability at 31 August 2024. Any differences between the figures derived from the roll forward approach and a full actuarial valuation would impact on the carrying amount of the pension liability.

4. Income from charitable activities

	Restricted funds 2024 £	Unrestricted funds 2024 £	Total funds 2024 £
Grant Income	203,000	-	**203,000**
Other income	-	69,567	**69,567**
	203,000	69,567	**272,567**

	Restricted funds 2023 £	*Unrestricted funds 2023 £*	*Total funds 2023 £*
Grant Income	*216,415*	*-*	*216,415*
Other income	*-*	*60,845*	*60,845*
	216,415	*60,845*	*277,260*

5. Investment income

	Restricted funds 2024 £	Unrestricted funds 2024 £	Total funds 2024 £
Interest on deposits	-	10,314	**10,314**
Pension income	2,000	-	**2,000**
	2,000	10,314	**12,314**

	Unrestricted funds 2023 £	*Total funds 2023 £*
Interest on deposits	*3,196*	*3,196*

6. Analysis of expenditure on charitable activities

Summary by fund type

	Restricted funds 2024 £	Unrestricted funds 2024 £	Total 2024 £
Support costs	171,683	54,704	**226,387**

	Restricted funds 2023 £	*Unrestricted funds 2023 £*	*Total 2023 £*
Support costs	*187,948*	*72,086*	*260,034*

7. Analysis of expenditure by activities

	Support costs 2024 £	Total funds 2024 £
Support costs	226,387	**226,387**

	Support costs 2023 £	*Total funds 2023 £*
Support costs	*260,034*	*260,034*

7. Analysis of expenditure by activities (continued)

Analysis of support costs

	Activities 2024 £	Total funds 2024 £
Staff costs	71,002	**71,002**
General expenses	2,395	**2,395**
Venue costs	35,882	**35,882**
Rent	7,300	**7,300**
Insurance	817	**817**
Speaker fees	10,466	**10,466**
IT costs	295	**295**
SLA reimbursements	87,348	**87,348**
Legal and professional	(625)	**(625)**
Audit and accountancy	3,266	**3,266**
Printing and stationery	3,098	**3,098**
Subscriptions	1,788	**1,788**
Bank charge	128	**128**
Event AV Support	3,227	**3,227**
	226,387	**226,387**

7. Analysis of expenditure by activities (continued)

Analysis of support costs (continued)

	Activities 2023 £	*Total funds 2023 £*
Staff costs	*92,357*	*92,357*
General expenses	*2,154*	*2,154*
Venue costs	*30,740*	*30,740*
Rent	*7,300*	*7,300*
Insurance	*312*	*312*
Speaker fees	*20,694*	*20,694*
IT costs	*428*	*428*
SLA reimbursements	*87,694*	*87,694*
Legal and professional	*6,000*	*6,000*
Audit and accountancy	*2,887*	*2,887*
Printing and stationery	*3,117*	*3,117*
Subscriptions	*3,094*	*3,094*
Bank charge	*84*	*84*
Event AV Support	*3,173*	*3,173*
	260,034	*260,034*

8. Independent examiner's remuneration

The independent examiner's remuneration amounts to an independent examiner fee of £1,825 (*2023 - £1,750*).

9. Staff costs

	2024 £	2023 £
Wages and salaries	**71,373**	*73,453*
Social security costs	**(9,939)**	*6,474*
Pension costs	**9,568**	*12,430*
	71,002	*92,357*

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

	2024 No.	2023 No.
Employees	**3**	*3*

No employee received remuneration amounting to more than £60,000 in either year.

The key management personnel of the Charity is the Business & Operations Manager. The total employee benefits, including employer pension contributions, of the key management personnel of the Charity is £60,793 (2023: £54,578).

10. Trustees' remuneration and expenses

During the year, no Trustees received any remuneration or other benefits *(2023 - £NIL)*.

During the year ended 31 August 2024, expenses totalling £NIL were reimbursed or paid directly to Trustee *(2023 - £NIL*).

11. Debtors

	2024 £	2023 £
Due within one year		
Trade debtors	**180**	*900*
Other debtors	**17,561**	*-*
Prepayments and accrued income	**9,094**	*4,186*
	26,835	*5,086*

12. Current asset investments

	2024 £	2023 £
Cash on deposit	**313,458**	*100,663*

13. Creditors: Amounts falling due within one year

	2024 £	2023 £
Trade creditors	**5,659**	*5,249*
Other taxation and social security	**-**	*26,714*
Other creditors	**70**	*70*
Accruals and deferred income	**63,956**	*68,396*
	69,685	*100,429*

	2024 £	2023 £
Deferred income at 1 September 2023	**51,601**	*56,500*
Resources deferred during the year	**51,951**	*51,601*
Amounts released from previous periods	**(51,601)**	*(56,500)*
	51,951	*51,601*

At the balance sheet date the Charity was holding funds received in advance of £50,751 from the Devon County Council Commissioned Service Agreement, £600 from Wave Multi Academy Trust for the annual DSLS leadership conference, and £600 from LAP South West for the annual DSLS leadership conference.

14. Statement of funds

Statement of funds - current year

	Balance at 1 September 2023 £	Income £	Expenditure £	Transfers in/out £	Gains/ (Losses) £	Balance at 31 August 2024 £
Designated funds						
Pension Bond	**70,000**	**-**	**-**	**(5,000)**	**-**	**65,000**
Redundancy Provision	**30,000**	**-**	**-**	**(4,000)**	**-**	**26,000**
	100,000	**-**	**-**	**(9,000)**	**-**	**91,000**
General funds						
Other Income	**14,694**	**69,567**	**(54,198)**	**9,000**	**-**	**39,063**
Devon County Council	**1,728**	**-**	**(506)**	**-**	**-**	**1,222**
Bank Interest	**3,804**	**10,314**	**-**	**-**	**-**	**14,118**
	20,226	**79,881**	**(54,704)**	**9,000**	**-**	**54,403**
Total Unrestricted funds	**120,226**	**79,881**	**(54,704)**	**-**	**-**	**145,403**
Restricted funds						
Devon County Council	**143,815**	**203,000**	**(174,683)**	**-**	**-**	**172,132**
Pension reserve	**-**	**2,000**	**3,000**	**-**	**(5,000)**	**-**
	143,815	**205,000**	**(171,683)**	**-**	**(5,000)**	**172,132**
Total of funds	**264,041**	**284,881**	**(226,387)**	**-**	**(5,000)**	**317,535**

14. Statement of funds (continued)

The specific purposes for which the funds are to be applied are as follows:

Devon County Council
£203,000 received in year to be spent in line with the Commissioned Service Agreement.

Pension Reserve
The charity's share of the assets and liabilities in the Local Government Pension Scheme. This is currently made Nil due to an excess of scheme assets over scheme liability which was inherited on conversion from the local authority.

Designated Funds
The Trustees have designated £91,000 which has been split between £26,000 for a redundancy provision and £65,000 in relation to a proposed Escrow Agreement in lieu of a Pension Bond, with the transfer of £9,000 between the designated and unrestricted funds.

14. Statement of funds (continued)

Statement of funds - prior year

	Balance at 1 September 2022 £	*Income* £	*Expenditure* £	*Transfers in/out* £	*Gains/ (Losses)* £	*Balance at 31 August 2023* £
Unrestricted funds						
Designated funds						
Pension Bond	-	-	-	*70,000*	-	*70,000*
Redundancy Provision	*24,500*	-	-	*5,500*	-	*30,000*
	24,500	-	-	*75,500*	-	*100,000*
General funds						
Other Income	*99,603*	*60,845*	*(70,254)*	*(75,500)*	-	*14,694*
Devon County Council	*3,560*	-	*(1,832)*	-	-	*1,728*
Bank Interest	*608*	*3,196*	-	-	-	*3,804*
	103,771	*64,041*	*(72,086)*	*(75,500)*	-	*20,226*
Total Unrestricted funds	*128,271*	*64,041*	*(72,086)*	-	-	*120,226*
Restricted funds						
Devon County Council	*115,348*	*216,415*	*(187,948)*	-	-	*143,815*
Pension reserve	*(16,000)*	-	-	-	*16,000*	-
	99,348	*216,415*	*(187,948)*	-	*16,000*	*143,815*
Total of funds	*227,619*	*280,456*	*(260,034)*	-	*16,000*	*264,041*

15. Analysis of net assets between funds

	Restricted funds 2024 £	Unrestricted funds 2024 £	Total funds 2024 £
Current assets	222,883	164,337	**387,220**
Creditors due within one year	(50,751)	(18,934)	**(69,685)**
Total	172,132	145,403	**317,535**

Analysis of net assets between funds - prior period

	Restricted funds 2023 £	*Unrestricted funds 2023 £*	*Total funds 2023 £*
Current assets	*143,815*	*220,655*	*364,470*
Creditors due within one year	*-*	*(100,429)*	*(100,429)*
Total	*143,815*	*120,226*	*264,041*

16. Pension commitments

The Charity operates a defined benefit pension scheme.

The Charity employees belong to the Local Government Pension Scheme (LGPS) for non-teaching staff, which is managed by Devon County Council. This is a multi-employer defined benefit scheme.

The latest actuarial valuation of the LGPS related to the period ended 31 August 2024.

There were no outstanding contributions payable to the scheme at the end of the financial year.

The LGPS is a funded defined benefit pension scheme, with the assets held in separate trustee-administered funds. The total contribution made for the year ended 31 August 2024 was £16,130 (2023: £15,068), of which employer's contributions totalled £12,568 (2023: £12,072) and employees' contributions totalled £3,562 (2023: £2,996). As a closed scheme, not open to new employees, the agreed contribution rates for fiscal years 2024/25, 2025/26 and 2026/27 are 26.4 per cent for the employer. The agreed contribution rate for employees for the 2024/25 and 2025/26 fiscal years is between 5.5 - 12.5 per cent banded according to annual salary.

Devon County Council (DCC) previously acted as a guarantor to the defined pension benefit liability under an Admissions Agreement between DSLS and DCC in its capacity as Administering Authority and Scheme Employer for the LGPS in relation to staff who have transferred to the Charity under a TUPE transfer. The DCC Guarantee took effect on 1 June 2021 and ceased on 31 May 2024.

16. Pension commitments (continued)

In lieu of a replacement Pension Bond, the Charity is presently arranging for cash balances of £65,000 (as determined by the latest actuarial valuation) to be deposited by way of a joint Escrow Agreement between DSLS, DCC and agents Zedra Trust Company (UK) Ltd as ongoing surety to support the LGPS Admissions Agreement.

The actuary has valued the LGPS pension position as an overall asset of £209,000 at 31 August 2024. However, this asset has not been recognised on the balance sheet of the charity. Instead the year end position has been capped at £Nil. The charity is pooled within its respective Local Government Pension Schemes and a refund from the scheme is considered unlikely. Therefore, as the charity will not gain any future economic benefits as a result of the asset position, it is not considered appropriate to recognise this as an asset on the balance sheet.

Principal actuarial assumptions

	At 31 August 2024 %	*At 31 August 2023 %*
Rate of increase in salaries	**3.85**	*3.90*
Rate of increase for pensions in payment/inflation	**2.85**	*2.90*
Discount rate for scheme liabilities	**5.05**	*5.30*
Inflation assumption (CPI)	**2.85**	*2.90*

	At 31 August 2024 Years	*At 31 August 2023 Years*
Retiring today		
Males	**21.4**	*21.4*
Females	**22.7**	*22.6*
Retiring in 20 years Males	**22.7**	*22.7*
Retiring in 20 years Females	**24.1**	*24.0*

16. Pension commitments (continued)

Sensitivity analysis

	At 31 August 2024 £	*At 31 August 2023 £*
Discount rate +0.1%	**(3,000)**	*(3,000)*
Discount rate -0.1%	**3,000**	*3,000*
Mortality assumption - 1 year increase	**5,000**	*4,000*
Mortality assumption - 1 year decrease	**(5,000)**	*(4,000)*
CPI rate +0.1%	**3,000**	*3,000*
CPI rate -0.1%	**(3,000)**	*(3,000)*

The Charity's share of the assets in the scheme was:

	At 31 August 2024 £	*At 31 August 2023 £*
Equities	**114,000**	*93,000*
Corporate bonds	**48,000**	*37,000*
Property	**15,000**	*14,000*
Cash and other liquid assets	**5,000**	*2,000*
Other	**27,000**	*26,000*
Total fair value of assets	**209,000**	*172,000*

The actual return on scheme assets was £22,000 *(2023 - £4,000)*.

The amounts recognised in the Statement of financial activities are as follows:

	2024 £	*2023 £*
Current service cost	**9,000**	*12,000*
Interest income	**(10,000)**	*(7,000)*
Interest cost	**8,000**	*7,000*
Total amount recognised in the Statement of financial activities	**7,000**	*12,000*

16. Pension commitments (continued)

Movements in the present value of the defined benefit obligation were as follows:

	2024 £
Opening defined benefit obligation	**172,000**
Interest cost	**8,000**
Contributions by scheme participants	**3,000**
Actuarial losses/(gains)	**17,000**
Current service cost	**9,000**
Closing defined benefit obligation	**209,000**

Movements in the fair value of the Charity's share of scheme assets were as follows:

	2024 £
Opening fair value of scheme assets	**172,000**
Expected return on assets	**10,000**
Actuarial gains/(losses)	**12,000**
Contributions by employer	**12,000**
Contributions by scheme participants	**3,000**
Closing fair value of scheme assets	**209,000**

17. Related party transactions

Mr J Bishop, Chair of Trustees, is also the CEO of the Cornerstone Academy Trust who are providing an office space to Devon Schools Leadership Services. Expenditure transactions during the year totaled £7,300 (2023: £7,300) and there was £NIL (2023: £NIL) included within creditors at the year end. Devon Schools Leadership Services also provided Leadership Conferences to Cornerstone Academy Trust, totaling £2,662 (2023: £1,944) and there was £NIL (2023: £NIL) included within debtors at the year end.

Trustee M Bowler's wife who is the headteacher at Braunton Academy provided leadership representation at meetings under a Service Level Agreement (SLA) and the school/trust was reimbursed against invoice to Devon Schools Leadership Services. Transactions during the year totaled £3,045 (2023: £3,025) and there was £NIL (2023: £1,448) included within creditors at the year end. Devon Schools Leadership Services also provided Leadership Conferences to Braunton Academy totaling £570 (2023: £60) and there was £NIL (2023: £NIL) included within debtors at the year end.

D Morrow, Trustee, is CEO & Trust leader at Dartmoor MAT provided leadership representation at meetings under a Service Level Agreement (SLA) and the school/trust was reimbursed against invoice to Devon Schools Leadership Services. Transactions during the year totaled £488 (2023: £NIL) and there was £NIL (2023: £NIL) included within creditors at the year end. Devon Schools Leadership also received income in relation to a Leadership Briefing late cancellation charge from Dartmoor MAT totaling £120 (2023: £NIL) and there was £NIL (2023: £NIL) included within debtors at the year end.

M Shanks, Trustee, is the CEO of Education South West provided professional leadership support for school leaders under a Service Level Agreement (SLA) and the school/trust was reimbursed against invoice to Devon Schools Leadership Services. Transactions during the year totaled £213 (2023: £NIL) and there was £75 (2023: £NIL) included within the creditors at the year end.

M Bowler, Trustee, is Chair of Trustees at Southmead Primary school. Devon Schools Leadership Services recieved income in relation to a Leadership Briefing no show charge within the year, totaling £60 (2023: £NIL) and there was £NIL (2023: £NIL) included within debtors at the year end.

DEVON SCHOOLS LEADERSHIP SERVICES CIO

England & Wales - Charity number 1186756

Accounts

Charity number:1186756

DEVON SCHOOLS LEADERSHIP SERVICES CIO

UNAUDITED

TRUSTEES' REPORT AND FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 AUGUST 2023

Griffin
Chartered Accountants

DEVON SCHOOLS LEADERSHIP SERVICES CIO

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DEVON SCHOOLS LEADERSHIP SERVICES CIO

REFERENCE AND ADMINISTRATIVE DETAILS OF THE CHARITY, ITS TRUSTEES AND ADVISERS FOR THE YEAR ENDED 31 AUGUST 2023

Trustees	A Fisher (resigned 29 November 2022) K Hughes R Coles (appointed 3 October 2023) T Briant-Evans G Myles J Bishop, Chair M Shanks S Parsons (resigned 12 June 2023) I Johnson (appointed 30 November 2022) D Morrow C Platt (appointed 30 November 2022, resigned 11 July 2023) M Bowler (appointed 29 November 2023) J Hunter (appointed 29 November 2023)
Charity registered number	1186756
Principal office	Monkerton Community Primary School Sestertius Road Monkerton Exeter Devon EX1 3WS
Key management personnel	C Coates (Business & Operations Manager)
Accountants	Griffin Chartered Accountants Courtenay House Pynes Hill Exeter EX2 5AZ

TRUSTEES' REPORT
FOR THE YEAR ENDED 31 AUGUST 2023

Trustees present their annual report together with the financial statements of the Charity for the year ended 31 August 2023.

Objectives and activities

a. Policies and objectives

The objectives of the Charity are:

"To advance education, for the public benefit, by supporting teaching and learning, leadership and community engagement in schools throughout Devon and South West England. Specifically, to be met through the provision of relevant training and development to ensure schools have the most effective leadership, pedagogy and support in place for the benefit of children, young people, and families."

These objectives are broken down into the following motivating drivers:

- Be the voice of and support for school leadership in the south-west;
- Become the conduit for school leadership and school improvement;
- Proactively address the needs of leaders to ultimately benefit learners; and
- Become a self-sustaining, not-for-profit organisation.

b. Strategies for achieving objectives

The key aim of DSLS is to provide support to school leaders across the South West. This, in turn, delivers benefits to all stakeholders of the school, in particular the school's pupils and their families.

In setting our objectives and planning our activities DSLS trustees have given careful consideration to the Charity Commission's public benefit guidance.

The main strategies for achieving the Charity's Objectives are:

- Representation – at various stakeholder groups & boards;
- Consultation – with the DSLS membership base of school leaders;
- Communication – via newsletters, briefing events and other meetings in addition to other resources e.g. website; and
- Leadership development & support – CPD opportunities and pastoral support for new & existing school leaders.

Objectives and activities (continued)

c. Activities undertaken to achieve objectives

Specifically, DSLS fulfilled its objectives by:

- Sending regular communications to school leaders with key information and guidance;
- Seeking views and feedback on key issues affecting education by way of surveys which then inform key decision making when representing schools on various stakeholder groups.
- Hosting face to face School Leadership Briefings with keynote speakers to update school leaders on current guidance as well as provide a forum for professional dialogue and support. This included speakers from Ofsted, the SW Regions Group, and officers from Devon County Council (DCC) Children & Young People's Futures Service;
- Offering a range of CPD for school leaders including adapting the curriculum for SEND pupils and effective complaints handling. Inviting local and national speakers to present on the inclusion agenda and SEND provision in mainstream, Special and Alternative Provision;
- Embedding and developing further the aHead service which provides experienced school leaders with a pastoral support service via a dedicated Professional Partner and a 2 year induction programme for newly appointed or acting headteachers. This ensures that no colleagues are vulnerable or isolated. The offer has since been extended on a traded basis to include providing support to middle leaders;
- Following a successful pilot, the DSLS Headteacher Performance Management package was fully launched with a good level of interest and schools signed up as the first cohort;
- Effective delivery against Key Performance Indicators and renewal of the Commissioned Services Agreement with Devon County Council to fulfil its statutory responsibility to consult with schools on matters regarding policy around funding, SEND, School Organisation, Capital & Maintenance and Safeguarding;
- Relevant CPD for school leaders at the annual two- day residential conference.

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

Devon Schools Leadership Services CIO is a professional body representing a membership of school leaders from within c.360 Devon schools, academies and trusts. Members are responsible for the education of just under 100,000 children and young people across the early years, primary, secondary & further education phases within the local authority. The organisation speaks on behalf of its members and acts on behalf of children and young people by:

- Providing professional advice and support to members;
- Providing a range of core activities and services for subscribing members related to key educational subjects;
- Working to shape and influence local and national education policy;
- Developing a suite of traded services to meet the needs of school leaders whilst generating income for future sustainability;
- Delivering continuous professional development relevant to school leadership and the education.

Objectives and activities (continued)

The 12 months ended 31 August 2023 was the third trading year for DSLS since its inception in 2019. The main focus of activities continues to be supporting and equipping school leaders with strategies and resources to mitigate the ongoing legacy of Covid 19 in terms of attendance, challenging behaviour and the mental health and wellbeing of pupils which are all contributing to the escalation in persistent absence, exclusions and elective home education. This is on top of the social and economic upheaval since the pandemic which has resulted in many more families struggling and schools having to meet increased levels of pupil need. School leaders have been supported in their day to day roles through regular communications but also termly face to face briefing events with the benefit of shared and collaborated approach.

The Charity acts as a conduit between Devon schools and the Department for Education, the Local Authority, and other education agencies. DSLS represents the schools' voice at both strategic and operational levels, providing timely guidance and clarity to support school leaders.

Achievements and performance

a. Main achievements of the Charity

During 2022/23, DSLS continued to service the DCC Commissioned Services Agreement by regularly attending meetings of various strategic boards and working groups via face to face meetings and in some cases, blended or virtual options.

Two way communication between schools and the various groups is achieved by way of cascading information and guidance to the wider education community on any issues or actions arising for schools. On occasions, this may necessitate consultation on behalf of the local authority or DfE Regions Group, for example, surveying school leaders on the local funding formula, locally commissioned providers of Alternative Provision etc.

DSLS holds regular meetings with DCC to agree joint priorities for both Devon schools and the local authority and to ensure that these are reflected in the Commissioned Services Agreement. For 2022/23 the main focus has been to support the ongoing improvement work in both DCC Children's Services and the SEND Local Area Offer. Linked to this is the scrutiny of the escalating overspend in the High Needs Block and how this can be redressed through changes in practice and culture, but not at the expense of inclusion. Performance under the Commissioned Services Agreement is reviewed regularly to determine the effectiveness of this partnership working and the contribution of DSLS towards achieving targeted outcomes in terms of school leader attendance at meetings, effectiveness of representation, and subsequent information sharing.

Throughout the year, DSLS hosted regular face to face Briefing Events for school leaders each term. These events continue to be welcomed by school leaders and are well attended, providing the opportunity to hear key updates from the Local Authority, Department for Education (DfE) Regions Group and Ofsted as well as external speakers presenting on topical issues relevant to the education community and schools.

In Autumn 2022, under a theme of Diversity, Inclusion and Belonging , speakers included DCC officers to update on Admissions, new DfE guidance on Attendance "Working together to improve school attendance" effective from 1 September 2023 and Diane Rochford OBE on the national changes in SEND affecting schools including curriculum, progression and accountability. To conclude, Nina Jackson presented a CPD session on: "Leadership is a Work of Heart – I Care, You Care, We Care."

Like many other authorities, Devon has a growing number of children and young people in its mainstream schools with special educational needs including social, emotional, medical and mental health difficulties. These children and young people are the most likely to be excluded, become school refusers, achieve poor outcomes and struggle in our mainstream education system.

Achievements and performance (continued)

At the Spring 2023 Briefing, leaders were presented with updates on Early Help and the re drawn SEND Improvement Plan and asked to consider how we ensure our schools are truly inclusive. Steve Preston from Mime Consulting presented an interesting session on "What the data says about SEND in Devon" and how it can be used for benchmarking, assessing risk ratios, needs analysis and forecasting. Stephen Lee, Senior HMI and Assistant Director South West concluded the briefing with key messages from Ofsted's Annual Report 2021/22.

At the Summer 2023 Briefing, in addition to DCC updates from the recently appointed CEO Donna Manson, Mary Myatt, education adviser and author presented a session on "Curriculum Thinking – what's good for pupils with SEND is good for us all" which provided an ambitious, thoughtful, nuanced and challenging vision of what the best possible provision looks like for children with additional learning needs.

During each Briefing event there is time for professional dialogue, networking and the sharing of good practice. Delegates are requested to evaluate the impact and relevance of the Briefing programmes in relation to their school leadership roles and are invited to suggest topics for future content where additional information or support may be useful. This feedback is then reviewed, alongside any other key education messages, and is used to plan and shape the agenda at subsequent events.

The DSLS aHead service, which was launched in September 2020 as a confidential professional support service for school leaders, continues to grow in strength with now over 68% of Devon school leaders engaged in regular dialogue with their designated Professional Partner. Of the remaining school leaders, approximately one third are aware of the availability of the aHead service but have advised that either they do not require support at this point in time or some may have access to alternative mentoring or coaching programmes, perhaps via their trust.

The turnover of school leadership posts remains high with recruitment and retention across all roles within the schools an ongoing concern. Vacancies can arise due to natural wastage or following restructures and academisation. However, statistically more school leaders are choosing to leave the profession due to factors such as pay, accountability stakes, workload, long hours, and inadequate school funding. In 2022/23, 99 vacancies arose (77 in 2021/22) equating to 28% of Devon schools. Of these new appointments, around 67 were new to a school leadership role and were allocated a named Professional Partner and offered support under aHeadStart which is the two year induction strand of the service. This included an Induction event run alongside Devon County Council local officers who outlined various statutory functions and core services whilst the aHeadStart session provided information on the support available from DSLS and their aHead Professional Partner.

The mental health and wellbeing of school leaders and their staff has also been reinforced by the availability of the Education Support Employee Assistance (EAP) Scheme. All DSLS school leaders have free access to this service which complements the work of the Professional Partners by providing out of hours access to a confidential information, support, and a counselling service available 24 hours a day, 365 days a year. DSLS is committed to the personal and professional welfare of its school leaders and to ensuring that no school leader ever feels isolated or unsupported. This is to protect the mental health and wellbeing of individuals, but also to prevent school leaders being absent from school due to ill health or ultimately feeling unable to continue in the profession with the resultant loss of highly invested experience and knowledge. The EAP package is also available for schools to purchase at a specially discounted rate for the benefit of their own staff and an increase in subscriptions has been evident following the pandemic in response to the increased need for support.

DSLS was delighted to be able to host its popular Annual School Leadership Conference at Saunton Sands in October 2022. Notwithstanding the ongoing squeeze on school budgets, this two day residential event offered a programme of national keynote speakers on presenting on change management, relationship building and resilience including, Sam Conniff, Jamie McDonald aka Adventure Man, Adele Bates and Jim Roberson, whilst Professor Guy Claxton shared with delegates "The Learning Power Approach: teaching learners to teach themselves." Completed evaluation forms affirmed that delegates found all sessions to be inspiring and providing the opportunity for reflection on leadership and practice in their own schools.

Achievements and performance (continued)

b. Future plans

Two new trustees were successfully appointed in November 2022 to bring the Board up to its full complement of 10 and collectively bring some diversification as well as additional skillsets and knowledge from the Diocesan perspective and National and teacher training network. Further vacancies have arisen during the year and following a further recruitment process, additional trustee appointments have been made.

The Schools Executive Committee is the operational delivery group for DSLS responsible primarily for the fulfilment of the DCC Commissioned Services Agreement and reporting to the Board of Trustees.

With the Business Support team now established, a review of office systems has taken place and identified an improved Customer Relationship Management (CRM) database with plans to implement this during 2024 alongside updating the newsletter and website resources. A suite of HR policies has been drawn up and adopted by the Board alongside the other policies to comply with the Charity Commission guidance.

The Board of Trustees held a planning day to revisit the charitable objectives and to develop a 3 year Strategic Plan to ensure sustainability of DSLS beyond the current 12 month funding guarantee. This will include securing agreements with strategic partners, sponsors and trusted suppliers, increasing engagement levels with the existing DSLS school leaders, expanding the offer to an Associate subscription to non Devon schools and developing further the programme of conference and events.

The further development of additional support packages for school leaders via the aHead Service e.g. the Appraisal and Performance Management model recently launched, with plans for a middle leader development programme, peer reviews and coaching models.

c. Investment policy and performance

The Charity does not currently have any investments.

Cash balance reserves are held in bank savings accounts split between a 35 day notice Liquidity Manager account and an instant access Business Reserve account.

The instant access Business Reserve account contains funds which need to be readily available. This includes funds designated as provisions for redundancy and a pension bond should the latter be required to support the renewal of the LGPS Admissions Agreement.

Under the Financial Services Compensation Scheme (FSCS), a charity's eligible deposits with banks, building societies and credit unions that are authorised by the Prudential Regulation Authority (PRA) are protected up to £85,000 per authorised institution. This means that how a charity spreads its money can affect the amount of compensation the charity is entitled to as all the charity's accounts held with the failed bank or banking group would be aggregated and only protected up to £85,000 in total.

Accordingly, to mitigate any potential risk of loss and to gain a better return in terms of interest rate, the Board of Trustees have approved the opening of two new savings accounts with different banks authorised by the PRA.

Financial review

a. Going concern

After making appropriate enquires, the Trustees have a reasonable expectation that the Charity has adequate resources to continue in operational existence for the foreseeable future. For this reason, they continue to adopt the going concern basis in preparing the financial statements. Further details regarding the adoption of the going concern basis can be found in the accounting policies.

b. Reserves policy

DSLS presently holds £120,226 of unrestricted reserves and £143,815 of restricted funds.

The Board of Trustees have duly considered its Reserves Policy and has designated the following funds from within unrestricted funds for the following purposes:

Defined Benefits Pension Scheme– £70,000

On 1 June 2021, two members of DCC staff transferred to DSLS under TUPE regulations which included membership of the Local Government Pension Scheme. The charity was granted Admitted Body Status to the pension scheme supported by a 3 year guarantee given by DCC, in lieu of a bond surety which had been calculated as £69,000 by Actuaries Barnett Waddingham. At the end of the 3 year period, DSLS may be expected to cover this liability and reserves have been set aside and designated for this purpose noting that one member of staff resigned in July 2021 and their membership of the scheme is currently deferred.

Redundancy Liability £30,000

A redundancy liability has been calculated for the one remaining member of permanent staff who transferred to the charity under the terms of a TUPE transfer from DCC and one member of DSLS employed staff who now qualifies for statutory redundancy. This combined provision has been calculated as the liability at 31 August 2023 and is reviewed annually.

c. Finance review

During the year, the charity received total income of £280,456 of which £216,415 related to the DCC Commissioned Services Agreement (CSA) as restricted funds.

Total expenditure in the year was £260,034 of which £187,948 was against restricted funds and £72,086 unrestricted, resulting in an overall net surplus of £20,422.

The Commissioned Services Agreement with DCC is the principal source of income for the Charity.

Structure, governance and management

a. Constitution

Devon Schools Leadership Services CIO is a charitable unincorporated organisation, number 1186756, governed by its constitution dated 17 October 2019. DSLS was formally launched on 1 September 2020 following the merger of the two legacy phase associations, DAPH and DASH.

Details of the Trustees who served throughout the year are included on the Reference and Administration Details on page 1.

b. Methods of appointment or election of Trustees

Trustees are recruited based on their skills knowledge and experience needed for the effective administration of the Charity.

Trustees must be appointed for a term of four years by a resolution passed at a properly convened meeting of the Charity Trustees. Except from the first Charity Trustees.

There must be at least five Charity Trustees. If the number falls below this minimum, the remaining Trustee or Trustees may act only to call a meeting of the Charity Trustees or appoint a new Charity Trustee.

The maximum number of Charity Trustees is ten. The Charity Trustees may not appoint any Charity Trustee if as a result the number of Charity Trustees would exceed the maximum.

Any person retiring as a charity trustee is eligible for reappointment.

A charity trustee who has served for three consecutive terms may not be reappointed for a fourth consecutive term but may be reappointed after an interval of at least one year..

c. Policies adopted for the induction and training of Trustees

All Trustees are fully inducted by the Charity on its aims and objectives and the role they have on the developing the Charity. The Trustees have all received the Charities' Commission guidance on the Roles and Responsibilities of the Charity Trustees.

d. Pay policy for key management personnel

DSLS employees are offered fair pay in accordance with their skills, experience and contribution to the development of the Charity. Remuneration is reviewed annually by the Trustees of the Charity and is benched mark against similar job roles in the public sector.

e. Financial risk management

The Trustees actively and regular review any major risks that the Charity faces. This involves regularly reviews of the Charities risk register and key financial controls.

TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2023

Statement of Trustees' responsibilities

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

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

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles of the Charities SORP (FRS 102);
- make judgments and accounting estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards (FRS 102) have been followed, subject to any material departures disclosed and explained in the financial statements;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the Charity will continue in business.

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

Approved by order of the members of the board of Trustees on 24 April 2024 and signed on their behalf by:

J Bishop
Chair of Trustees

G Myles
Finance & Audit Trustee

INDEPENDENT EXAMINER'S REPORT
FOR THE YEAR ENDED 31 AUGUST 2023

Independent examiner's report to the Trustees of Devon Schools Leadership Services CIO ('the Charity')

I report to the charity Trustees on my examination of the accounts of the Charity for the year ended 31 August 2023.

Responsibilities and basis of report

As the Trustees of the Charity you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ('the 2011 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 the applicable Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act.

Independent examiner's statement

Since the Charity's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the 2011 Act. I confirm that I am qualified to undertake the examination because I am a member of the ICAEW, which is one of the listed bodies.

Your attention is drawn to the fact that the Charity has prepared the accounts 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) in preference to the Accounting and Reporting by Charities: Statement of Recommended Practice issued on 1 April 2005 which is referred to in the extant regulations but has been withdrawn.

I understand that this has been done in order for the accounts to provide a true and fair view in accordance with the Generally Accepted Accounting Practice effective for reporting periods beginning on or after 1 January 2015.

I have completed my examination. I confirm that no 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 2011 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.

INDEPENDENT EXAMINER'S REPORT (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2023

This report is made solely to the Charity's Trustees, as a body, in accordance with Part 4 of the Charities (Accounts and Reports) Regulations 2008. My work has been undertaken so that I might state to the Charity's Trustees those matters I am required to state to them in an Independent examiner's report and for no other purpose. To the fullest extent permitted by law, I do not accept or assume responsibility to anyone other than the Charity and the Charity's Trustees as a body, for my work or for this report.

Signed: Dated: 25 April 2024

Laura Waycott FCA

Griffin
Chartered Accountants
Courtenay House
Pynes Hill
Exeter
EX2 5AZ

STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 31 AUGUST 2023

	Note	Restricted funds 2023 £	Unrestricted funds 2023 £	Total funds 2023 £	*Total funds 2022 £*
Income from:					
Charitable activities	4	**216,415**	**60,845**	**277,260**	*276,385*
Investments	5	**-**	**3,196**	**3,196**	*320*
Total income		**216,415**	**64,041**	**280,456**	*276,705*
Expenditure on:					
Charitable activities	6	**187,948**	**72,086**	**260,034**	*247,886*
Total expenditure		**187,948**	**72,086**	**260,034**	*247,886*
Net movement in funds before other recognised gains		**28,467**	**(8,045)**	**20,422**	*28,819*
Other recognised gains:					
Actuarial gains on defined benefit pension schemes	16	**16,000**	**-**	**16,000**	*137,000*
Net movement in funds		**44,467**	**(8,045)**	**36,422**	*165,819*
Reconciliation of funds:					
Total funds brought forward		**99,348**	**128,271**	**227,619**	*61,800*
Net movement in funds		**44,467**	**(8,045)**	**36,422**	*165,819*
Total funds carried forward		**143,815**	**120,226**	**264,041**	*227,619*

The Statement of financial activities includes all gains and losses recognised in the year.

The notes on pages 14 to 29 form part of these financial statements.

BALANCE SHEET
FOR THE YEAR ENDED 31 AUGUST 2023

	Note	2023 £		2022 £	
Current assets					
Debtors	11	**5,086**		*14,100*	
Investments	12	**100,663**		*118,269*	
Cash at bank and in hand		**258,721**		*197,958*	
		364,470		*330,327*	
Creditors: amounts falling due within one year	13	**(100,429)**		*(86,708)*	
Net current assets			**264,041**		*243,619*
Total assets less current liabilities			**264,041**		*243,619*
Net assets excluding pension asset / liability			**264,041**		*243,619*
Defined benefit pension scheme asset / liability	16		**-**		*(16,000)*
Total net assets			**264,041**		*227,619*
Charity funds					
Restricted funds:					
Restricted funds excluding pension asset	14	**143,815**		*115,348*	
Pension reserve	14	**-**		*(16,000)*	
Total restricted funds	14		**143,815**		*99,348*
Unrestricted funds	14		**120,226**		*128,271*
Total funds			**264,041**		*227,619*

The financial statements were approved and authorised for issue by the Trustees on 24 April 2024 and signed on their behalf by:

J Bishop
Chair of Trustees

G Myles
Finance & Audit Trustee

The notes on pages 14 to 29 form part of these financial statements.

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 AUGUST 2023

1. General information

Devon Schools Leadership Services CIO is a Charitable Incorporated Organisation registered in England & Wales. Its registered office address is Monkerton Community Primary School, Sestertius Road, Monkerton, Exeter, Devon, EX1 3WS.

2. Accounting policies

2.1 Basis of preparation of financial statements

The financial statements have been prepared to give a 'true and fair' view and have departed from the Charities (Accounts and Reports) Regulations 2008 only to the extent required to provide a 'true and fair' view. This departure has involved following the Charities SORP (FRS 102) published in October 2019 rather than the Accounting and Reporting by Charities: Statement of Recommended Practice effective from 1 April 2005 which has since been withdrawn.

Devon Schools Leadership Services 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.

2.2 Going concern

The Trustees have considered the financial position of the Charity for a period of at least 12 months from the date of signing the accounts, including factoring the year end reserves position and post year end income and expenditure, and expect the Charity to continue as a going concern and have prepared the accounts on this basis.

2.3 Income

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

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

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

2. Accounting policies (continued)

2.4 Expenditure

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

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

2.5 Interest receivable

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

2.6 Debtors

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

2.7 Cash at bank and in hand

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

2.8 Liabilities and provisions

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

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

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

2.9 Financial instruments

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

2. Accounting policies (continued)

2.10 Pensions

The Charity operates a defined contribution pension scheme, and the pension charge represents the amounts payable by the Charity to the fund in respect of the year.

The Charity also operates a defined benefits pension scheme, and the pension charge is based on a full actuarial valuation dated 31 March 2022.

2.11 Fund accounting

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

Designated funds comprise unrestricted funds that have been set aside by the Trustees for particular purposes. The aim and use of each designated fund is set out in the notes to the financial statements.

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

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

3. Critical accounting estimates and areas of judgment

Estimates and judgments are continually evaluated and are based on historical experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances.

Critical accounting estimates and assumptions:

The Charity makes estimates and assumptions concerning the future. The resulting accounting estimates and assumptions will, by definition, seldom equal the related actual results. The estimates and assumptions that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next financial year are discussed below.

The present value of the Local Government Pension Scheme defined benefit liability depends on a number of factors that are determined on an actuarial basis using a variety of assumptions. The assumptions used in determining the net cost or income for pensions include the discount rate. Any changes in these assumptions, which are disclosed in note 16, will impact the carrying amount of the pension liability. Furthermore a roll forward approach which projects results from the latest full actuarial valuation performed at 31 March 2022 has been used by the actuary in valuing the pensions liability at 31 August 2023. Any differences between the figures derived from the roll forward approach and a full actuarial valuation would impact on the carrying amount of the pension liability.

4. Income from charitable activities

	Restricted funds 2023 £	Unrestricted funds 2023 £	Total funds 2023 £
Grant Income	216,415	-	**216,415**
Sales	-	60,845	**60,845**
	216,415	60,845	**277,260**

	Restricted funds 2022 £	*Unrestricted funds 2022 £*	*Total funds 2022 £*
Grant Income	*226,000*	-	*226,000*
Sales	-	*50,385*	*50,385*
	226,000	*50,385*	*276,385*

5. Investment income

	Unrestricted funds 2023 £	Total funds 2023 £
Investment income	3,196	**3,196**

	Unrestricted funds 2022 £	*Total funds 2022 £*
Investment income	*320*	*320*

6. Analysis of expenditure on charitable activities

Summary by fund type

	Restricted funds 2023 £	Unrestricted funds 2023 £	Total 2023 £
Support costs	187,948	72,086	**260,034**

	Restricted funds 2022 £	*Unrestricted funds 2022 £*	*Total 2022 £*
Support costs	*180,477*	*67,409*	*247,886*

7. Analysis of expenditure by activities

	Support costs 2023 £	Total funds 2023 £
Support costs	260,034	**260,034**

	Support costs 2022 £	*Total funds 2022 £*
Support costs	*247,886*	*247,886*

7. Analysis of expenditure by activities (continued)

Analysis of support costs

	Activities 2023 £	Total funds 2023 £
Staff costs	92,357	**92,357**
General expenses	2,154	**2,154**
Venue costs	30,740	**30,740**
Rent	7,300	**7,300**
Insurance	312	**312**
Speaker fees	20,694	**20,694**
IT costs	428	**428**
SLA reimbursements	87,694	**87,694**
Legal and professional	6,000	**6,000**
Audit and accountancy	2,887	**2,887**
Printing and stationery	3,117	**3,117**
Subscriptions	3,094	**3,094**
Bank charge	84	**84**
Event AV Support	3,173	**3,173**
	260,034	**260,034**

7. Analysis of expenditure by activities (continued)

Analysis of support costs (continued)

	Activities 2022 £	*Total funds 2022* £
Pension finance costs	*3,000*	*3,000*
Staff costs	*86,965*	*86,965*
General expenses	*3,223*	*3,223*
Venue costs	*35,036*	*35,036*
Rent	*4,457*	*4,457*
Insurance	*1,534*	*1,534*
Speaker fees	*10,617*	*10,617*
IT costs	*5,104*	*5,104*
SLA reimbursements	*80,396*	*80,396*
Audit and accountancy	*3,262*	*3,262*
Printing and stationery	*3,780*	*3,780*
Subscriptions	*3,747*	*3,747*
Event AV Support	*6,765*	*6,765*
	247,886	*247,886*

8. Independent examiner's remuneration

The independent examiner's remuneration amounts to an independent examiner fee of £1,750 (*2022 - £1,500*).

9. Staff costs

	2023 £	2022 £
Wages and salaries	**73,453**	*58,403*
Social security costs	**6,474**	*5,159*
Pension costs	**12,430**	*23,403*
	92,357	*86,965*

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

	2023 No.	2022 No.
Employees	**3**	*3*

No employee received remuneration amounting to more than £60,000 in either year.

The key management personnel of the Charity is the Business & Operations Manager. The total employee benefits of the key management personnel of the Charity is £45,553 (2022: £41,646).

10. Trustees' remuneration and expenses

During the year, no Trustees received any remuneration or other benefits *(2022 - £NIL)*.

During the year ended 31 August 2023, expenses totalling £NIL were reimbursed or paid directly to Trustee *(2022 - £122)*.

11. Debtors

	2023 £	2022 £
Due within one year		
Trade debtors	**900**	-
Other debtors	**-**	*2,938*
Prepayments and accrued income	**4,186**	*11,162*
	5,086	*14,100*

12. Current asset investments

	2023	2022
	£	£
Cash on deposit	**100,663**	*118,269*

13. Creditors: Amounts falling due within one year

	2023	2022
	£	£
Trade creditors	**5,249**	*19,279*
Other taxation and social security	**26,714**	-
Other creditors	**70**	*64*
Accruals and deferred income	**68,396**	*67,365*
	100,429	*86,708*

	2023	2022
	£	£
Deferred income at 1 September 2022	**56,500**	*56,500*
Resources deferred during the year	**51,601**	*56,500*
Amounts released from previous periods	**(56,500)**	*(56,500)*
	51,601	*56,500*

At the balance sheet date the Charity was holding funds received in advance of £50,751 from the Devon County Council Commissioned Service Agreement and £850 from Wave Multi Academy Trust.

14. Statement of funds

Statement of funds - current year

	Balance at 1 September 2022 £	Income £	Expenditure £	Transfers in/out £	Gains/ (Losses) £	Balance at 31 August 2023 £
Designated funds						
Pension Bond	-	-	-	70,000	-	70,000
Redundancy Provision	24,500	-	-	5,500	-	30,000
	24,500	-	-	75,500	-	100,000
General funds						
Other Income	99,603	60,845	(70,254)	(75,500)	-	14,694
Devon County Council	3,560	-	(1,832)	-	-	1,728
Bank Interest	608	3,196	-	-	-	3,804
	103,771	64,041	(72,086)	(75,500)	-	20,226
Total Unrestricted funds	128,271	64,041	(72,086)	-	-	120,226
Restricted funds						
Devon County Council	115,348	216,415	(187,948)	-	-	143,815
Pension reserve	(16,000)	-	-	-	16,000	-
	99,348	216,415	(187,948)	-	16,000	143,815
Total of funds	227,619	280,456	(260,034)	-	16,000	264,041

14. Statement of funds (continued)

The specific purposes for which the funds are to be applied are as follows:

Devon County Council
£219,165 received in year to be spent in line with the Commissioned Service Agreement.

Pension Reserve
The charity's share of the assets and liabilities in the Local Government Pension Scheme. This is currently made Nil due to an excess of scheme assets over scheme liability which was inherited on conversion from the local authority.

Designated Funds
The Trustees have designated £100,000 which has been split between £30,000 for a redundancy provision and £70,000 in relation to the pension bond provision.

14. Statement of funds (continued)

Statement of funds - prior year

	Balance at 1 September 2021 £	Income £	Expenditure £	Transfers in/out £	Gains/ (Losses) £	Balance at 31 August 2022 £
Unrestricted funds						
Designated funds						
Redundancy Provision	*22,810*	-	-	*1,690*	-	*24,500*
General funds						
Other Income	*116,444*	*50,385*	*(65,536)*	*(1,690)*	-	*99,603*
Devon County Council	*5,433*	-	*(1,873)*	-	-	*3,560*
Bank Interest	*288*	*320*	-	-	-	*608*
	122,165	*50,705*	*(67,409)*	*(1,690)*	-	*103,771*
Total Unrestricted funds	*144,975*	*50,705*	*(67,409)*	-	-	*128,271*
Restricted funds						
Devon County Council	*54,825*	*226,000*	*(165,477)*	-	-	*115,348*
Pension reserve	*(138,000)*	-	*(15,000)*	-	*137,000*	*(16,000)*
	(83,175)	*226,000*	*(180,477)*	-	*137,000*	*99,348*
Total of funds	*61,800*	*276,705*	*(247,886)*	-	*137,000*	*227,619*

15. Analysis of net assets between funds

	Restricted funds 2023 £	Unrestricted funds 2023 £	Total funds 2023 £
Current assets	143,815	220,655	**364,470**
Creditors due within one year	-	(100,429)	**(100,429)**
Total	143,815	120,226	**264,041**

Analysis of net assets between funds - prior year

	Restricted funds 2022 £	*Unrestricted funds 2022 £*	*Total funds 2022 £*
Current assets	*115,348*	*214,979*	*330,327*
Creditors due within one year	-	*(86,708)*	*(86,708)*
Provisions for liabilities and charges	*(16,000)*	-	*(16,000)*
Total	*99,348*	*128,271*	*227,619*

16. Pension commitments

The Charity operates a defined benefit pension scheme.

The Charity employees belong to the Local Government Pension Scheme (LGPS) for non-teaching staff, which is managed by Devon County Council. This is a multi-employer defined benefit scheme.

The latest actuarial valuation of the LGPS related to the period ended 31 August 2023.

There were no outstanding contributions payable to the scheme at the end of the financial year.

The LGPS is a funded defined benefit pension scheme, with the assets held in separate trustee-administered funds. The total contribution made for the year ended 31 August 2023 was £15,068 (2022: £14,000), of which employer's contributions totalled £12,072 (2022: £11,000) and employees' contributions totalled £2,996 (2022: £3,000). As a closed scheme, not open to new employees, the agreed contribution rates for fiscal years 2023/24, 2024/25 and 2025/26 are 26.4 per cent for the employer. The agreed contribution rate for employees for the 2023/24 and 2024/25 fiscal years is between 5.5 - 12.5 per cent banded according to annual salary.

Devon County Council (DCC) acts as a guarantor to the defined pension benefit liability under an Admissions Agreement between DSLS and DCC in its capacity as Administering Authority and Scheme Employer for the LGPS in relation to staff who have transferred to the Charity under a TUPE transfer.

16. Pension commitments (continued)

The DCC Guarantee took effect on 1 June 2021 and shall continue in force until the earlier of:

(a) the Termination Date (as defined in the Admissions Agreement); or
(b) 31 May 2024;

as may be varied by the earlier termination of the guarantee in accordance with its terms.

Principal actuarial assumptions

	At 31 August 2023	*At 31 August 2022*
	%	*%*
Rate of increase in salaries	**3.90**	*3.95*
Rate of increase for pensions in payment/inflation	**2.90**	*2.95*
Discount rate for scheme liabilities	**5.30**	*4.25*
Inflation assumption (CPI)	**2.90**	*2.95*

	At 31 August 2023	*At 31 August 2022*
	Years	*Years*
Retiring today		
Males	**21.4**	*21.7*
Females	**22.6**	*22.9*
Retiring in 20 years Males	**22.7**	*23.0*
Retiring in 20 years Females	**24.0**	*24.3*

Sensitivity analysis

	At 31 August 2023	*At 31 August 2022*
	£	*£*
Discount rate +0.1%	**(3,000)**	*(4,000)*
Discount rate -0.1%	**3,000**	*4,000*
Mortality assumption - 1 year increase	**4,000**	*5,000*
Mortality assumption - 1 year decrease	**(4,000)**	*(5,000)*
CPI rate +0.1%	**3,000**	*4,000*
CPI rate -0.1%	**(3,000)**	*(3,000)*

16. Pension commitments (continued)

The Charity's share of the assets in the scheme was:

	At 31 August 2023 £	*At 31 August 2022 £*
Equities	**93,000**	*80,000*
Corporate bonds	**37,000**	*30,000*
Property	**14,000**	*15,000*
Cash and other liquid assets	**2,000**	*2,000*
Other	**26,000**	*25,000*
Total fair value of assets	**172,000**	*152,000*

The actual return on scheme assets was £4,000 *(2022 - £-5,000)*.

The amounts recognised in the Statement of financial activities are as follows:

	2023 £	*2022 £*
Current service cost	**12,000**	*23,000*
Interest income	**(7,000)**	*(2,000)*
Interest cost	**7,000**	*5,000*
Total amount recognised in the Statement of financial activities	**12,000**	*26,000*

Movements in the present value of the defined benefit obligation were as follows:

	2023 £
Opening defined benefit obligation	**168,000**
Interest cost	**7,000**
Contributions by scheme participants	**3,000**
Actuarial gains	**(18,000)**
Current service cost	**12,000**
Closing defined benefit obligation	**172,000**

16. Pension commitments (continued)

Movements in the fair value of the Charity's share of scheme assets were as follows:

	2023 £
Opening fair value of scheme assets	152,000
Expected return on assets	7,000
Actuarial losses	(2,000)
Contributions by employer	12,000
Contributions by scheme participants	3,000
Closing fair value of scheme assets	172,000

17. Related party transactions

Mr J Bishop, Chair of Trustees, is also the CEO of the Cornerstone Academy Trust who are providing an office space to Devon Schools Leadership Services. Transactions during the year totalled £7,300 (2022: £2,257 4 months 01/05/2022 - 31/08/2022) and there was £NIL (2022: £NIL) included within creditors at the year end.

DEVON SCHOOLS LEADERSHIP SERVICES CIO

England & Wales - Charity number 1186756

Accounts

DEVON SCHOOLS LEADERSHIP SERVICES CIO

UNAUDITED

TRUSTEES' REPORT AND FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 AUGUST 2022

DEVON SCHOOLS LEADERSHIP SERVICES CIO

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REFERENCE AND ADMINISTRATIVE DETAILS OF THE CHARITY, ITS TRUSTEES AND ADVISERS FOR THE YEAR ENDED 31 AUGUST 2022

Trustees	A Fisher K Hughes H Fox (resigned 6 April 2022) T Briant-Evans G Myles J Bishop, Chair M Shanks S Parsons D Morrow (appointed 26 January 2022)
Charity registered number	1186756
Principal office	Monkerton Community Primary School Sestertius Road Monkerton Exeter Devon EX1 3WS
Key management personnel	C Coates (Business & Operations Manager)
Accountants	Griffin Chartered Accountants Silverdown Office Park Exeter Airport Business Park Exeter EX5 2UX

TRUSTEES' REPORT
FOR THE YEAR ENDED 31 AUGUST 2022

The Trustees present their annual report together with the financial statements of the Charity 'Devon Schools Leadership Services CIO' (DSLS) for the 1 September 2021 to 31 August 2022.

Objectives and activities

a. Policies and objectives

The objectives of the Charity are:

"To advance education, for the public benefit, by supporting teaching and learning, leadership and community engagement in schools throughout Devon and South-West England. Specifically, to be met through the provision of relevant training and development to ensure schools have the most effective leadership, pedagogy and support in place for the benefit of children, young people, and families."

These objectives are broken down into the following motivating drivers:
- Be the voice of and support for school leadership in the south-west;
- Become the conduit for school leadership and school improvement;
- Proactively address the needs of leaders to ultimately benefit learners; and
- Become a self-sustaining, not-for-profit organisation.

b. Strategies for achieving objectives

The key aim of DSLS is to provide support to school leaders across the South West. This, in turn, delivers benefits to all stakeholders of the school, in particular the school's pupils and their families.

In setting our objectives and planning our activities DSLS trustees have given careful consideration to the Charity Commission's public benefit guidance.

The main strategies for achieving the Charity's Objectives are:
- Representation – at various stakeholder groups & boards;
- Consultation – with the DSLS membership base of school leaders;
- Communication – via newsletters, briefing events and other meetings in addition to other resources e.g. website; and
- Leadership development & support – CPD opportunities and pastoral support for new & existing school leaders.

Objectives and activities (continued)

c. Activities undertaken to achieve objectives

Specifically, DSLS fulfilled its objectives by:

- Sending regular communications to school leaders with key information and guidance;
- Hosting face to face School Leadership Briefings with keynote speakers. This included speakers from Ofsted, the SW Regional Director, and Devon County Council (DCC) Officers from within its Children's Services;
- A continuation of the virtual Primary and Secondary Hub meetings initiated during the pandemic to update school leaders on current guidance as well as provide a forum for professional dialogue and support;
- Offering a range of CPD for school leaders including Equality, Diversity and Inclusion and effective complaints handling. Inviting local and national speakers to present on the inclusion agenda and SEND provision in mainstream, Special and Alternative Provision;
- Embedding and developing further the aHead service which provides experienced school leaders with a pastoral support service via a dedicated Professional Partner and a 2-year induction programme for newly appointed or acting headteachers. This ensures that no colleagues are vulnerable or isolated. A Headteacher Performance Management package was scoped and successfully piloted, and the offer has since been extended to include additional school leaders next year;
- Effective delivery against Key Performance Indicators and renewal of the Commissioned Services Agreement with Devon County Council to fulfil its statutory responsibility to consult with schools on matters regarding policy around funding, SEND, School Organisation, Capital & Maintenance and Safeguarding;
- Relevant CPD for school leaders at the annual two- day residential conference.

In terms of further securing its infra-structure, the charity has successfully recruited a Communications and Events Co-ordinator to bring the Business Support Office team back up to full strength.

Additionally, following approval from the EFSA, the DSLS Business Support Office was relocated to new premises at Monkerton Community Primary School and completed the migration away from Devon County Council with the implementation of its own independent IT systems and data files.

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

Devon Schools Leadership Services CIO is a professional body representing a membership of school leaders from within c.360 Devon schools, academies and trusts. Members are responsible for the education of just under 100,000 children and young people across the early years, primary, secondary & Further Education phases within the local authority. The organisation speaks on behalf of its members and acts on behalf of children and young people by:

- Providing professional advice and support to members;
- Providing a range of core activities and services for subscribing members related to key educational subjects;
- Working to shape and influence local and national education policy;
- Delivering continuous professional development relevant to school leadership and the education sector.

The 12 months ended 31 August 2022 was the first full trading year for DSLS since its inception in 2019. Only just emerging from the global pandemic, the main focus of activities continued to be supporting and equipping school leaders with strategies and resources to mitigate the longer-term impact of Covid-19 on social mobility and lost opportunities. This included a focus on the catch-up of missed education and pupil development following the effects of a pandemic which spanned three academic years, together with responding to the impact on the mental health of pupils, young people, parents, and the wider school workforce. School leaders have been supported to achieve this in their day-to-day roles through regular virtual hub meetings and termly face-to-face briefing events.

Objectives and activities (continued)

The Charity acts as a conduit between Devon schools and the Department for Education, the Local Authority, and other education agencies. DSLS represents the schools' voice at both strategic and operational levels, providing timely two-way communication and clarity to support school leaders when navigating the plethora of legal or policy guidance, risk assessments, and health and safety requirements. This ongoing support was highly valued by school leaders and ensured that no colleagues were left feeling vulnerable or isolated.

Achievements and performance

a. Main achievements of the Charity

During 2021/22, DSLS continued to service the DCC Commissioned Services Agreement by regularly attending meetings of the various strategic boards and working groups. Face to face meetings resumed but, in some cases, hybrid or virtual options have continued offering improved efficiencies with shorter time commitment and no travel. Some groups will continue to meet virtually going forward whilst others will adopt a blended approach alternating virtual with face-to-face meetings.

The DCC Schools Reference Strategic Group, established during the pandemic to manage the response to Covid-19, was stood down as Living with Covid under day-to-day risk assessment became the new normal.

Two-way communication between schools and the various groups is achieved by way of cascading information and guidance to the wider membership on any issues or actions arising for schools. On occasions, this may necessitate consultation on behalf of the local authority or DfE Regions Group, for example, surveying school leaders, on the local funding formula, levels of attendance post-Covid etc.

Regular review meetings are held with DCC to ensure that performance under the Commissioned Services Agreement is achieving targeted outcomes in terms of school leader attendance at meetings, effectiveness of representation, and subsequent information sharing.

Throughout the year, DSLS was able return to hosting regular face-to-face Briefing Events for school leaders each term. These events continue to be welcomed by school leaders and very well attended providing the opportunity to hear key updates from the Local Authority, Department for Education (DfE) Regions Group, as well as highly regarded speakers presenting on issues affecting the education community both during the pandemic and in the recovery phase.

In Autumn 2021, speakers included officers from Devon County Council and the DfE South West Regions Group to update on local and regional issues. Stephen Lee, Senior HMI presented on the findings and recommendations following the Ofsted Review of sexual abuse in schools and colleges together with other inspection updates.

Like many other authorities, Devon has a growing number of children and young people in its mainstream schools with special educational needs including social, emotional, medical and mental health difficulties. These children and young people are the most likely to be excluded, become school refusers, achieve poor outcomes and struggle in our mainstream education system.

With the title "Inclusion and Education – all means all", the specific focus for the Spring 2022 Briefing looked at how school leaders might change the outcomes and life chances for these learners. Posing challenges such as whether their schools are really inclusive, what does an inclusive education look like and how do they start to transform the mainstream education system, so it meets the needs of all our pupils?

DSLS was delighted to welcome a range of experienced SEND leaders from across Devon to share their experiences with us. Many of the pupils in specialist and alternative provision settings have had difficult experiences in mainstream education and the speakers shared what they have learnt from working with these children and young people and help us to reflect on how we ensure our schools are truly inclusive.

Achievements and performance (continued)

At the Summer 2022 Leadership Briefing, the renowned author and education consultant Professor Mick Waters explored with delegates the essential changes needed to help today's young people meet tomorrow's needs in a world changed by automation, robotics, social media and climate change. Continuing this theme a local Trust leader considered the effectiveness of curriculum design and measuring its impact and Aisha Thomas, Director of Representation Matters delivered an immersive session on the role of school leaders in challenging racial inequality in education and enriching the curriculum with diversity and inclusion. Parents of SEND pupils and co-Chairs of the Parent Carer Forum Devon (PCFD) shared the findings from the 2021 Annual PCFD Survey and the day was concluded with a presentation from the Ofsted Regional Director looking at inclusion and ensuring all pupils should have access to a high-quality education.

During each Briefing event there is time for professional dialogue, networking and the sharing of good practice. Delegates are requested to evaluate the impact and relevance of the Briefing programmes in relation to their school leadership roles and are invited to suggest topics for future content where additional information or support may be useful. This feedback is then reviewed, alongside any other key education messages, and is used to plan and shape the agenda at subsequent events.

The DSLS aHead service, which was launched in September 2020 as a confidential professional support service for school leaders, has continued to grow in strength with over 56% of Devon school leaders now engaged in regular dialogue with their designated Professional Partner. Of the remaining school leaders, approximately one third are aware of the availability of the aHead service but have advised that either they do not require support at this point in time or have access to alternative mentoring or coaching programmes, perhaps via their trust.

The number of appointments in to vacant school leadership posts is increasing annually and in 2021/22 it is estimated that 77 changes took place. Of these new appointments, around 35 were new to a school leadership role and were allocated a named Professional Partner and offered support under aHeadStart which is the two-year induction strand of the service. This included an Induction event run alongside Devon County Council local officers outline various statutory functions and core services.

The mental health and wellbeing of school leaders and their staff has been reinforced by the availability of the availability of the Education Support Employee Assistance (EAP) Scheme. All DSLS members have free access to this service which complements the work of the Professional Partners and provides out-of-hours access to a confidential information, support, and a counselling service available 24 hours a day, 365 days a year. DSLS is committed to the personal and professional welfare of its membership and to ensuring that no school leader ever feels isolated or unsupported. This is to protect the mental health and wellbeing of individuals, but also to prevent school leaders absent from school due to ill health or ultimately feeling unable to continue in the profession with the resultant loss of highly invested experience and knowledge. The EAP package is also available for schools to purchase at a specially discounted rate for the benefit of their own staff and an increase in subscriptions has been evident following the pandemic in response to the increased need for support.

Following the postponement of the 2020 event, DSLS was delighted to be able to host its popular Annual School Leadership Conference at Saunton Sands once again. Notwithstanding the ongoing challenges of Covid-19, this two-day residential event offered a programme of national keynote speakers on presenting on leadership, resilience and mental toughness including, Mary Myatt, Ian Gilbert, Stephanie Davies and Penny Mallory. Completed evaluation forms affirmed that delegates found all sessions to be inspiring and providing the opportunity for reflection on leadership and practice in their own schools.

Achievements and performance (continued)

b. Investment policy and performance

The Charity does not currently have any investments.

Cash balance reserves are held in bank savings accounts split between a 35-day notice Liquidity Manager account and an instant access Business Reserve account.

The instant access Business Reserve account contains funds which need to be readily available. This includes restricted funds, a pensions bond, and a redundancy provision.

Financial review

a. Going concern

After making appropriate enquires, the Trustees have a reasonable expectation that the Charity has adequate resources to continue in operational existence for the foreseeable future. For this reason, they continue to adopt the going concern basis in preparing the financial statements. Further details regarding the adoption of the going concern basis can be found in the accounting policies.

b. Reserves policy

DSLS presently holds £128,271 of unrestricted reserves and £99,348 of restricted funds.

Board of Trustees have duly considered its Reserves Policy and has allocated funds for the following purposes:

Defined Benefits Pension Scheme – £16,000
On 1 June 2020, two members of DCC staff transferred to DSLS under TUPE regulations which included membership of the Local Government Pension Scheme. The charity was granted Admitted Body Status to the pension scheme supported by a 3-year guarantee given by DCC, in lieu of a bond surety which had been calculated by Actuaries Barnett Waddingham. At the end of the 3-year period, DSLS will be expected to meet this liability and reserves have been set aside for this purpose noting that one member of staff resigned in July 2021 and their membership of the scheme is currently deferred.

Redundancy Liability - £24,500
A redundancy liability has been calculated for the one remaining member of permanent staff who transferred to the charity under the terms of a TUPE transfer from DCC and this provision has been calculated as the liability as at 31 August 2022 and is reviewed annually.

c. Finance review

During the year, the charity received total income of £276,705 of which £226,000 related to the DCC Commissioned Services Agreement (CSA) as restricted funds.

Total expenditure in the year was £247,886 of which £180,477 was against restricted funds and £67,409 unrestricted, resulting in an overall net surplus of £28,819.

The Commissioned Services Agreement is the principal source of income for the Charity.

Structure, governance and management

a. Constitution

Devon Schools Leadership Services CIO is a charitable incorporated organisation, number 1186756, governed by its constitution dated 17 October 2019. DSLS was formally launched on 1 September 2020 following the merger of the two legacy phase associations, DAPH and DASH.

b. Methods of appointment or election of Trustees

Trustees are recruited based on their skills, knowledge, and experience needed for the effective administration of the Charity.

Trustees must be appointed for a term of four years by a resolution passed at a properly convened meeting of the Charity Trustees. Except from the first Charity Trustees.

There must be at least five Charity Trustees. If the number falls below this minimum, the remaining Trustee or Trustees may act only to call a meeting of the Charity Trustees or appoint a new Charity Trustee.

The maximum number of Charity Trustees is ten. The Charity Trustees may not appoint any Charity Trustee if as a result the number of Charity Trustees would exceed the maximum.

Any person retiring as a Charity Trustee is eligible for reappointment.

A Charity Trustee who has served for three consecutive terms may not be reappointed for a fourth consecutive term but may be reappointed after an interval of at least one year.

c. Policies adopted for the induction and training of Trustees

All Trustees are fully inducted by the Charity on its aims and objectives and the role they have on the developing the Charity. The Trustees have all received the Charities' Commission guidance on the Roles and Responsibilities of the Charity Trustees.

d. Pay policy for key management personnel

DSLS employees are offered fair pay in accordance with their skills, experience and contribution to the development of the Charity. Remuneration is reviewed annually by the Trustees of the Charity and is benched mark against similar job roles in the public sector.

e. Financial risk management

The Trustees actively and regular review any major risks that the Charity faces. This involves regularly reviews of the Charities risk register and key financial controls.

Plans for future periods

The recruitment of two new trustees to bring the Board up to its full complement of 10 is underway and to bring some diversification as well as an additional skillset and valuable expertise from the Diocesan and Teacher Training network.

The Schools Executive Committee which is the operational delivery group for DSLS is to be expanded from 12 to 14 with the additional Associate non-voting members (2 each from primary and secondary) providing much needed resource for special projects as well as the opportunity to develop future knowledge for succession planning.

Conclusion of the charity infrastructure and resources and ongoing development of staff is a priority for 2022/23 with plans for updating and integrating the website and newsletter which will give school leaders and other stakeholders ease of access when accessing resources or booking events as well as providing significant identified efficiencies in processes within the Business Support Office.

The Board of Trustees have a planning day scheduled to revisit the charitable objectives and to develop a 3-5 year Business with marketing strategy to ensure sustainability beyond the current 12 month funding guarantee. This will include securing agreements with strategic partners, sponsors and trusted suppliers, increasing engagement levels with the existing DSLS membership, expanding the offer to an Associate member subscription to non-Devon schools and developing further the programme of conference and events.

The development of additional support packages for school leaders vis the aHead Service includes a Appraisal and Performance Management model which is presently being piloted, a programme for developing middle leaders, peer reviews and coaching models.

DSLS will also seek to support schools in meeting strategic governance aspirations which align to the Schools' White Paper which states that by 2030, all children will benefit from being taught in, or in the process of joining a strong multi-academy trust. Opportunities to expand upon the existing Commissioned Services Agreement with the local authority which may arise as the provision of existing services e.g. school effectiveness are reviewed in a changing education landscape.

TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2022

Statement of Trustees' responsibilities

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

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

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles of the Charities SORP (FRS 102);
- make judgments and accounting estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards (FRS 102) have been followed, subject to any material departures disclosed and explained in the financial statements;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the Charity will continue in business.

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

Approved by order of the members of the board of Trustees on 26 April 2023 and signed on their behalf by:

J Bishop
Chair of Trustees

G Myles
Finance & Audit Trustee

INDEPENDENT EXAMINER'S REPORT FOR THE YEAR ENDED 31 AUGUST 2022

Independent examiner's report to the Trustees of Devon Schools Leadership Services CIO ('the Charity')

I report to the charity Trustees on my examination of the accounts of the Charity for the year ended 31 August 2022.

Responsibilities and basis of report

As the Trustees of the Charity you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ('the 2011 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 the applicable Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act.

Independent examiner's statement

Since the Charity's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the 2011 Act. I confirm that I am qualified to undertake the examination because I am a member of the ICAEW, which is one of the listed bodies.

Your attention is drawn to the fact that the Charity has prepared the accounts 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) in preference to the Accounting and Reporting by Charities: Statement of Recommended Practice issued on 1 April 2005 which is referred to in the extant regulations but has been withdrawn.

I understand that this has been done in order for the accounts to provide a true and fair view in accordance with the Generally Accepted Accounting Practice effective for reporting periods beginning on or after 1 January 2015.

I have completed my examination. I confirm that no 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 2011 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.

INDEPENDENT EXAMINER'S REPORT (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2022

This report is made solely to the Charity's Trustees, as a body, in accordance with Part 4 of the Charities (Accounts and Reports) Regulations 2008. My work has been undertaken so that I might state to the Charity's Trustees those matters I am required to state to them in an Independent examiner's report and for no other purpose. To the fullest extent permitted by law, I do not accept or assume responsibility to anyone other than the Charity and the Charity's Trustees as a body, for my work or for this report.

Signed: Dated: 17/05/23

Misty Nickells FCA

Griffin
Chartered Accountants
Silverdown Office Park
Exeter Airport Buisness Park
Exeter
EX5 2UX

STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 31 AUGUST 2022

	Note	Restricted funds 2022 £	Unrestricted funds 2022 £	Total funds 2022 £	*Total funds 2021 £*
Income from:					
Charitable activities	4	**226,000**	**50,385**	**276,385**	*299,287*
Investments	5	**-**	**320**	**320**	*287*
Total income		**226,000**	**50,705**	**276,705**	*299,574*
Expenditure on:					
Charitable activities	6	**180,477**	**67,409**	**247,886**	*220,774*
Total expenditure		**180,477**	**67,409**	**247,886**	*220,774*
Net movement in funds before other recognised gains/(losses)		**45,523**	**(16,704)**	**28,819**	*78,800*
Other recognised gains/(losses):					
Actuarial gains/(losses) on defined benefit pension schemes	16	**137,000**	**-**	**137,000**	*(17,000)*
Net movement in funds		**182,523**	**(16,704)**	**165,819**	*61,800*
Reconciliation of funds:					
Total funds brought forward		**(83,175)**	**144,975**	**61,800**	*-*
Net movement in funds		**182,523**	**(16,704)**	**165,819**	*61,800*
Total funds carried forward		**99,348**	**128,271**	**227,619**	*61,800*

The Statement of financial activities includes all gains and losses recognised in the year.

The notes on pages 14 to 28 form part of these financial statements.

BALANCE SHEET
FOR THE YEAR ENDED 31 AUGUST 2022

	Note		2022 £		As restated 2021 £
Current assets					
Debtors	11	**14,100**		*3,839*	
Investments	12	**118,269**		*118,002*	
Cash at bank and in hand		**197,958**		*168,272*	
		330,327		*290,113*	
Creditors: amounts falling due within one year	13	**(86,708)**		*(90,313)*	
Net current assets			**243,619**		*199,800*
Total assets less current liabilities			**243,619**		*199,800*
Net assets excluding pension liability			**243,619**		*199,800*
Defined benefit pension scheme liability	16		**(16,000)**		*(138,000)*
Total net assets			**227,619**		*61,800*
Charity funds					
Restricted funds:					
Restricted funds excluding pension asset	14	**115,348**		*54,825*	
Pension reserve	14	**(16,000)**		*(138,000)*	
Total restricted funds	14		**99,348**		*(83,175)*
Unrestricted funds	14		**128,271**		*144,975*
Total funds			**227,619**		*61,800*

The financial statements were approved and authorised for issue by the Trustees on 26 April 2023 and signed on their behalf by:

J Bishop
Chair of Trustees

G Myles
Finance & Audit Trustee

The notes on pages 14 to 28 form part of these financial statements.

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 AUGUST 2022

1. General information

Devon Schools Leadership Services CIO is a Charitable Incorporated Organisation registed in England & Wales. Its registered office address is Monkerton Community Primary School, Sesterius Road, Monkerton, Exeter, Devon, EX1 3WS.

2. Accounting policies

2.1 Basis of preparation of financial statements

The financial statements have been prepared in accordance with the Charities SORP (FRS 102) - Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Charities Act 2011.

The financial statements have been prepared to give a 'true and fair' view and have departed from the Charities (Accounts and Reports) Regulations 2008 only to the extent required to provide a 'true and fair' view. This departure has involved following the Charities SORP (FRS 102) published in October 2019 rather than the Accouting and Reporting by Charities: Statement of Recommended Practice effective from 1 April 2005 which has since been withdrawn.

The financial statements have been prepared to give a 'true and fair' view and have departed from the Charities (Accounts and Reports) Regulations 2008 only to the extent required to provide a 'true and fair' view. This departure has involved following the Charities SORP (FRS 102) published in October 2019 rather than the Accounting and Reporting by Charities: Statement of Recommended Practice effective from 1 April 2005 which has since been withdrawn.

Devon Schools Leadership Services 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.

2.2 Going concern

The Trustees have considered the financial position of the Charity for a period of at least 12 months from the date of signing the accounts, including factoring the year end reserves position and post year end income and expenditure, and expect the Charity to continue as a going concern and have prepared the accounts on this basis.

2.3 Income

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

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

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

2. Accounting policies (continued)

2.4 Expenditure

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

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

2.5 Interest receivable

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

2.6 Debtors

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

2.7 Cash at bank and in hand

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

2.8 Liabilities

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

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

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

2.9 Financial instruments

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

2. Accounting policies (continued)

2.10 Pensions

The Charity operates a defined contribution pension scheme and the pension charge represents the amounts payable by the Charity to the fund in respect of the year.

The Charity also operates a defined benefits pension scheme and the pension charge is based on a full actuarial valuation dated 31 March 2019.

2.11 Fund accounting

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

Designated funds comprise unrestricted funds that have been set aside by the Trustees for particular purposes. The aim and use of each designated fund is set out in the notes to the financial statements.

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

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

3. Critical accounting estimates and areas of judgment

Estimates and judgments are continually evaluated and are based on historical experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances.

Critical accounting estimates and assumptions:

The Charity makes estimates and assumptions concerning the future. The resulting accounting estimates and assumptions will, by definition, seldom equal the related actual results. The estimates and assumptions that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next financial year are discussed below.

The present value of the Local Government Pension Scheme defined benefit liability depends on a number of factors that are determined on an acturial basis using a variety of assumptions. The assumptions used in determining the net cost or income for pensions include the discount rate. Any changes in these assumptions, which are disclosed in note 16, will impact the carrying amount of the pension liability. Furthermore a roll forward approach which projects results from the latest full acturial valuation performed at 31 March 2019 has been used by the actuary in valuing the pensions liability at 31 August 2022. Any differences between the figures derived from the roll forward approach and a full acturial valuation would impact on the carrying amount of the pension liability.

4. Income from charitable activities

	Restricted funds 2022 £	Unrestricted funds 2022 £	Total funds 2022 £
Grant Income	226,000	-	**226,000**
Sales	-	50,385	**50,385**
Donations	-	-	-
	226,000	50,385	**276,385**

	Restricted funds 2021 £	*Unrestricted funds 2021 £*	*Total funds 2021 £*
Grant Income	*140,620*	*10,000*	*150,620*
Donations	-	*148,667*	*148,667*
	140,620	*158,667*	*299,287*

5. Investment income

	Unrestricted funds 2022 £	Total funds 2022 £
Investment income	320	**320**

	Unrestricted funds 2021 £	*Total funds 2021 £*
Investment income	*287*	*287*

6. Analysis of expenditure on charitable activities

Summary by fund type

	Restricted funds 2022 £	Unrestricted funds 2022 £	Total 2022 £
Support costs	180,477	67,409	**247,886**

	Restricted funds 2021 £	*Unrestricted funds 2021 £*	*Total 2021 £*
Support costs	*206,795*	*13,979*	*220,774*

7. Analysis of expenditure by activities

	Support costs 2022 £	Total funds 2022 £
Support costs	247,886	**247,886**

	Support costs 2021 £	*Total funds 2021 £*
Support costs	*220,774*	*220,774*

7. Analysis of expenditure by activities (continued)

Analysis of support costs

	Activities 2022 £	Total funds 2022 £
Pension finance costs	3,000	**3,000**
Staff costs	86,965	**86,965**
General expenses	3,223	**3,223**
Venue costs	35,036	**35,036**
Rent	4,457	**4,457**
Insurance	1,534	**1,534**
Speaker fees	10,617	**10,617**
IT costs	11,869	**11,869**
SLA reimbursements	80,396	**80,396**
Audit and accountancy	3,262	**3,262**
Printing and stationery	3,780	**3,780**
Subscriptions	3,747	**3,747**
	247,886	**247,886**

	Activities 2021 £	*Total funds 2021 £*
Staff costs	*51,983*	*51,983*
General expenses	*123*	*123*
Venue costs	*1,382*	*1,382*
Rent	*2,750*	*2,750*
Insurance	*1,359*	*1,359*
Speaker fees	*1,000*	*1,000*
IT costs	*502*	*502*
SLA reimbursements	*40,910*	*40,910*
Legal and professional	*625*	*625*
Audit and accountancy	*3,140*	*3,140*
Transfer from local authority on conversion	*117,000*	*117,000*
	220,774	*220,774*

8. Independent examiner's remuneration

The independent examiner's remuneration amounts to an independent examiner fee of £1,575.

9. Staff costs

	2022 £	*2021* *£*
Wages and salaries	**58,403**	*37,893*
Social security costs	**5,159**	*3,494*
Pension costs	**23,403**	*10,596*
	86,965	*51,983*

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

	2022 No.	*2021* *No.*
Employees	**3**	*1*

No employee received remuneration amounting to more than £60,000 in either year.

The key management personnel of the Charity is the Business & Operations Manager. The total employee benefits of the key management personnel of the Charity is £53,572 (2021: £19,299).

10. Trustees' remuneration and expenses

During the year, no Trustees received any remuneration or other benefits *(2021 - £NIL)*.

During the year ended 31 August 2022, expenses totalling £122 were reimbursed or paid directly to 1 Trustee *(2021 - £NIL)*.

11. Debtors

	2022 £	*2021* *£*
Due within one year		
Other debtors	**2,938**	*1,714*
Prepayments and accrued income	**11,162**	*2,125*
	14,100	*3,839*

12. Current asset investments

	2022	*As restated 2021*
	£	*£*
Unlisted investments	**118,269**	*118,002*

13. Creditors: Amounts falling due within one year

	2022	*2021*
	£	*£*
Trade creditors	**19,279**	*13,079*
Other creditors	**64**	*-*
Accruals and deferred income	**67,365**	*77,234*
	86,708	*90,313*

	2022	*2021*
	£	*£*
Deferred income at 1 September 2021	**56,500**	*-*
Resources deferred during the year	**56,500**	*56,500*
Amounts released from previous periods	**(56,500)**	*-*
	56,500	*56,500*

At the balance sheet date the Charity was holding funds received in advance of £56,500 from the Devon County Council Commissioned Service Agreement.

14. Statement of funds

Statement of funds - current year

	Balance at 1 September 2021 £	Income £	Expenditure £	Transfers in/out £	Gains/ (Losses) £	Balance at 31 August 2022 £
Designated funds						
Redundancy Provision	**22,810**	**-**	**-**	**1,690**	**-**	**24,500**
General funds						
Donation	**116,444**	**-**	**(30,566)**	**(1,690)**	**-**	**84,188**
Devon County Council	**5,433**	**-**	**(1,873)**	**-**	**-**	**3,560**
Bank Interest	**288**	**320**	**-**	**-**	**-**	**608**
Sales	**-**	**50,385**	**(34,970)**	**-**	**-**	**15,415**
	122,165	**50,705**	**(67,409)**	**(1,690)**	**-**	**103,771**
Total Unrestricted funds	**144,975**	**50,705**	**(67,409)**	**-**	**-**	**128,271**
Restricted funds						
Devon County Council	**54,825**	**226,000**	**(165,477)**	**-**	**-**	**115,348**
Pension reserve	**(138,000)**	**-**	**(15,000)**	**-**	**137,000**	**(16,000)**
	(83,175)	**226,000**	**(180,477)**	**-**	**137,000**	**99,348**
Total of funds	**61,800**	**276,705**	**(247,886)**	**-**	**137,000**	**227,619**

14. Statement of funds (continued)

The specific purposes for which the funds are to applied are as follows:

Devon County Council
£226,000 received in year to be be spent in line with the Commissioned Service Agreement.

Pension Reserve
The charity's share of the assets and liabilities in the Local Government Pension Scheme. This is currently in deficit due to an excess of scheme liabilities over scheme assets which was inherited on conversion from the local authority.

Designated Funds
£24,500 has been allocated to a designated fund in order to form a redundancy provision.

14. Statement of funds (continued)

Statement of funds - prior year

	Income £	*Expenditure* £	*Transfers in/out* £	*Gains/ (Losses)* £	*Balance at 31 August 2021* £
Unrestricted funds					
Designated funds					
Redundancy Provision	-	-	*22,810*	-	*22,810*
General funds					
Donation	*148,666*	*(9,412)*	*(22,810)*	-	*116,444*
Devon County Council	*10,000*	*(4,567)*	-	-	*5,433*
Bank Interest	*288*	-	-	-	*288*
	158,954	*(13,979)*	*(22,810)*	-	*122,165*
Total Unrestricted funds	*158,954*	*(13,979)*	-	-	*144,975*
Restricted funds					
Devon County Council	*140,620*	*(85,795)*	-	-	*54,825*
Pension reserve	-	*(121,000)*	-	*(17,000)*	*(138,000)*
	140,620	*(206,795)*	-	*(17,000)*	*(83,175)*
Total of funds	*299,574*	*(220,774)*	-	*(17,000)*	*61,800*

15. Analysis of net assets between funds

	Restricted funds 2022 £	Unrestricted funds 2022 £	Total funds 2022 £
Current assets	115,348	214,979	**330,327**
Creditors due within one year	-	(86,708)	**(86,708)**
Provisions for liabilities and charges	(16,000)	-	**(16,000)**
Total	99,348	128,271	**227,619**

16. Pension commitments

The Charity operates a defined benefit pension scheme.

The Charity employees belong to the Local Government Pension Scheme (LGPS) for non-teaching staff, which is managed by Devon County Council. This is a multi-employer defined benefit scheme.

The latest actuarial valuation of the LGPS related to the period ended 31 March 2019.

There were no outstanding contributions payable to the scheme at the end of the financial year.

The LGPS is a funded defined benefit pension scheme, with the assets held in separate trustee-administered funds. The total contribution made for the year ended 31 August 2022 was £14,000 (2021: £5,000), of which employer's contributions totalled £11,000 (2021: £4,000) and employees' contributions totalled £3,000 (2021: £1,000). The agreed contribution rates for future years are 28.1 per cent for employers and 5.5-12.5 per cent for employees.

Devon County Council (DCC) acts as a guarantor to the defined pension benefit liability under an Admissions Agreement between DSLS and DCC in its capacity as Administering Authority and Scheme Employer for the LGPS in relation to staff who have transferred to the Charity under a TUPE transfer. The DCC Guarantee took effect on 1 June 2021 and shall continue in force until the earlier of:

(a) the Termination Date (as defined in the Admissions Agreement); or
(b) 31 May 2024;

as may be varied by the earlier termination of the guarantee in accordance with its terms.

16. Pension commitments (continued)

Principal actuarial assumptions

	At 31 August 2022 %	*At 31 August 2021 %*
Rate of increase in salaries	**3.95**	*3.90*
Rate of increase for pensions in payment/inflation	**2.95**	*2.90*
Discount rate for scheme liabilities	**4.25**	*1.65*
Inflation assumption (CPI)	**2.95**	*2.90*

	At 31 August 2022 Years	*At 31 August 2021 Years*
Retiring today		
Males	**21.7**	*23.0*
Females	**22.9**	*24.2*
Retiring in 20 years		
Males	**23.0**	*24.4*
Females	**24.3**	*25.6*

Sensitivity analysis

	At 31 August 2022 £	*At 31 August 2021 £*
Discount rate +0.1%	**(4,000)**	*(7,000)*
Discount rate -0.1%	**4,000**	*7,000*
Mortality assumption - 1 year increase	**5,000**	*11,000*
Mortality assumption - 1 year decrease	**(5,000)**	*(10,000)*
CPI rate +0.1%	**4,000**	*6,000*
CPI rate -0.1%	**(3,000)**	*(6,000)*

16. Pension commitments (continued)

The Charity's share of the assets in the scheme was:

	At 31 August 2022 £	*At 31 August 2021 £*
Equities	**80,000**	*90,000*
Gilts	**-**	*18,000*
Corporate bonds	**30,000**	*3,000*
Property	**15,000**	*11,000*
Cash and other liquid assets	**2,000**	*1,000*
Other	**25,000**	*20,000*
Total fair value of assets	**152,000**	*143,000*

The actual return on scheme assets was £-5,000 *(2021 - £7,000)*.

The amounts recognised in the Statement of financial activities are as follows:

	2022 £	*As restated 2021 £*
Current service cost	**23,000**	*8,000*
Interest income	**(2,000)**	*(1,000)*
Interest cost	**5,000**	*1,000*
Total amount recognised in the Statement of financial activities	**26,000**	*8,000*

Movements in the present value of the defined benefit obligation were as follows:

	2022 £
Opening defined benefit obligation	**281,000**
Interest cost	**5,000**
Contributions by scheme participants	**3,000**
Actuarial (gains)/losses	**(144,000)**
Current service cost	**23,000**
Liabilities transferred in from Local Authority	**-**
Closing defined benefit obligation	**168,000**

16. Pension commitments (continued)

Movements in the fair value of the Charity's share of scheme assets were as follows:

	2022 £
Opening fair value of scheme assets	143,000
Expected return on assets	2,000
Actuarial (losses)/gains	(7,000)
Contributions by employer	11,000
Contributions by scheme participants	3,000
Assets transferred in from Local Authority	-
Closing fair value of scheme assets	152,000

17. Related party transactions

Mr J Bishop, Chair of Trustees, is also the CEO of the Cornerstone Academy Trust who are providing an office space to Devon Schools Leadership Services. Transactions during the year totalled £2,257 (2021: £NIL) and there was £NIL (2021: £NIL) included within creditors at the year end.

DEVON SCHOOLS LEADERSHIP SERVICES CIO

England & Wales - Charity number 1186756

Accounts

Charity number: 1186756

DEVON SCHOOLS LEADERSHIP SERVICES CIO

UNAUDITED

TRUSTEES' REPORT AND FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 AUGUST 2021

Griffin
Chartered Accountants

DEVON SCHOOLS LEADERSHIP SERVICES CIO

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DEVON SCHOOLS LEADERSHIP SERVICES CIO

REFERENCE AND ADMINISTRATIVE DETAILS OF THE CHARITY, ITS TRUSTEES AND ADVISERS FOR THE YEAR ENDED 31 AUGUST 2021

Trustees	A Fisher (appointed 30 June 2020) K Hughes (appointed 20 January 2021) H Fox (appointed 17 November 2020) T Briant-Evans (appointed 17 October 2019) G Myles (appointed 20 April 2021) J Bishop, Chair (appointed 17 October 2019) M Shanks (appointed 17 October 2019) S Parsons (appointed 13 July 2021) M Boxall (resigned 20 January 2021) D Chapman (resigned 14 September 2020) P Barretto (resigned 16 November 2020) J Johnson (resigned 31 July 2021) R Haring (resigned 5 May 2021)
Charity registered number	1186756
Principal office	Venture House One Capital Court Bittern Road, Sowton Industrial Estate Exeter Devon EX2 7FW
Key management personnel	C Coates (Business & Operations Manager)
Accountants	Griffin Chartered Accountants Silverdown Office Park Exeter Airport Business Park Exeter EX5 2UX

TRUSTEES' REPORT
FOR THE YEAR ENDED 31 AUGUST 2021

The Trustees present their annual report together with the financial statements of the Charity 'Devon Schools Leadership Services CIO' (DSLS) for the year 1 September 2020 to 31 August 2021.

Objectives and activities

a. Policies and objectives

The objectives of the Charity are:

"To advance education, for the public benefit, by supporting teaching and learning, leadership and community engagement in schools throughout Devon and South-West England. Specifically, to be met through the provision of relevant training and development to ensure schools have the most effective leadership, pedagogy and support in place for the benefit of children, young people, and families."

These objectives are broken down into the following motivating drivers:

- Be the voice of and support for school leadership in the south-west;
- Become the conduit for school leadership and school improvement;
- Proactively address the needs of leaders to ultimately benefit learners; and
- Become a self-sustaining, not-for-profit organisation.

b. Strategies for achieving objectives

The key aim of DSLS is to provide support to school leaders across the South West. This, in turn, delivers benefits to all stakeholders of the school, in particular the school's pupils and their families.

The main strategies for achieving the Charity's Objectives are:

- Representation – at various stakeholder groups & boards;
- Consultation – with the DSLS membership base of school leaders;
- Communication – via newsletters, briefing events, and other meetings in addition to other resources e.g. website; and
- Leadership, development, & support – CPD opportunities and pastoral support for new & existing school leaders.

Objectives and activities (continued)

c. Activities undertaken to achieve objectives

Specifically, DSLS fulfilled its objectives by:

- Sending regular communications to school leaders with key information and guidance;
- Hosting virtual School Leadership Briefings with keynote speakers. This included speakers from Ofsted, the SW Regional Schools Commissioner, and Devon County Council (DCC) Officers from within its Children's Services department;
- Hosting virtual Primary and Secondary Hub meetings with representatives from DCC Public Health & Health & Safety. This was to provide specific guidance on issues affecting schools and specific to each phase;
- Offering a range of CPD for school leaders including safeguarding and effective complaints handling. Inviting national speakers to present on the longer-term impact of Covid-19 on social mobility and educating during a pandemic;
- Introducing the aHead service which provides experienced school leaders with a pastoral support service via a dedicated Professional Partner and a two year induction programme for newly appointed or acting headteachers. This ensures that no colleagues are vulnerable or isolated; and
- Entering into a Commissioned Services Agreement with Devon County Council to fulfil its statutory responsibility to consult with schools on matters regarding policy around funding, SEND, School Organisation, Capital & Maintenance and Safeguarding.

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

Formally launched in September 2021, during the midst of a global pandemic, the main focus of activities undertaken has been to support school leaders in their day-to-day roles during these unprecedented and challenging times.

Due to the pandemic there have been far reaching demands on leadership within schools. This has included the disruption to education during national lockdowns when schools had to provide an alternative online provision. This was particularly demanding for leadership when schools were closed to the majority of learners but remained open for children of critical workers and vulnerable pupils, implying that schools had to provide a split provision.

The Charity also acts as a conduit between Devon schools and the Department for Education, the Local Authority, and other education agencies. DSLS represents the schools' voice at both strategic and operational levels, providing timely two-way communication and clarity to support school leaders when navigating the plethora of legal or policy guidance, risk assessments, and health and safety requirements. This support was highly valued by school leaders and ensured that no colleagues were left feeling vulnerable or isolated. DSLS also provided the Local Authority and Public Health with a single point of liaison to its 375+ schools at an essential time.

As we move out of the pandemic, DSLS will continue to help equip school leaders with strategies and resources to mitigate the longer-term impact of Covid-19 on social mobility and lost opportunities due to the pandemic. This includes a focus on the catch-up of missed education and pupil development during the pandemic. It also includes a focus on the effect the pandemic has had on mental health for pupils, young people, parents, and the wider school workforce.

Achievements and performance

a. Main achievements of the Charity

During 2020/21, DSLS continued to service the DCC Commissioned Services Agreement by regularly attending virtual meetings of the various strategic boards and working groups. In many cases, this new way of working has recognised benefits with improved efficiencies by removing the need for travel time and leading to shorter meetings. Some groups will continue to meet virtually going forward whilst others will adopt a blended approach alternating virtual with face-to-face meetings.

A new DCC Schools Reference Strategic Group was established to manage the response to Covid-19. Initially meeting daily, representatives from schools and education stakeholders within the local authority were able to consider new legal guidance and agree the appropriate support for schools. A minimum of 4 school leaders attended a total of 34 additional meetings during the summer term on top of the existing working group's calendar.

Two-way communication between schools and the various groups is achieved by way of communicating to the wider membership on any issues or actions arising for schools and consultation. For example, surveying school leaders, on the local funding formula, impact of Covid-19 etc.

Regular review meetings were held with DCC to ensure that performance under the Commissioned Services Agreement is achieving targeted outcomes in terms of meeting attendance, effectiveness of representation, and communication. After the first term of the contract, all Key Performance Indicators had been satisfied, notwithstanding disruptions to meeting schedules and greater demands on school leadership time during the pandemic.

Throughout the year, DSLS continued to hold termly briefing events for school leaders via a virtual platform. These were very well attended and provided the opportunity to hear key updates from the Local Authority, Public Health, and Regional Schools Commissioner, as well as highly-regarded speakers presenting on issues affecting the education community both during the pandemic and in the recovery phase.

In Spring 2020, Professor Tanya Byron presented on 'Education through a pandemic: the road to re-balance' exploring the impact of the pandemic in the context of education: for learners, their parents, teaching staff, and leaders. In the Summer term Lee Elliot-Major OBE, Professor of Social Mobility, University of Exeter spoke on the national challenges to social mobility and provided views on what schools should focus upon to assist disadvantaged pupils as we emerge from the pandemic. After each event, DSLS sought feedback from delegates to evaluate the impact of the briefings which confirmed the focus on the mental health and wellbeing of children, their families, and the wider schools' community to be both timely and informative as we look to recovery beyond the pandemic.

In addition to the briefings, regular Primary and Secondary Hub meetings were hosted which enabled school leaders in each phase to receive timely updates on rapidly changing, and often unclear, policy guidance. They also made it possible to communicate any concerns or share examples of good practice. The feedback from schools was that these meetings were extremely helpful and supportive at a challenging time for school leadership.

In September 2020, DSLS launched the aHead service which is a confidential professional support service for school leaders. Initially, the service offered aHeadStart, a two-year induction package of support for newly-appointed school leaders which included a dedicated Professional Partner, a CPD programme of training, and networking with peers. Data collected towards the end of the first year revealed 97% of newly appointed leaders had engaged with the service across 58 sessions with their Professional Partners.

The service was then extended to all of Devon's serving school leaders under the aHeadSpace strand, with a named Professional Partner pro-actively contacting colleagues on a termly basis to offer an independent sounding board and fresh perspectives on addressing professional challenges. This dialogue allows school

Achievements and performance (continued)

leaders to draw on advice and expertise to develop and strengthen school leadership teams and receive signposting to other professional services. The DSLS aHead service has been highly valued and continues to grow in strength with 58% of established leaders engaged across 126 sessions with their Professional Partner after just six months.

The final element of the aHead service is the purchase and availability of an Employee Assistance Scheme for the benefit of all DSLS members to complement the work of the Professional Partners and provide out-of-hours access to a confidential information, support, and a counselling service which is available 24 hours a day, 365 days a year. DSLS is committed to the personal and professional welfare of its membership and to ensuring that no school leader ever feels isolated or unsupported. This is to protect the mental health and wellbeing of individuals, but also to prevent school leaders absent from school due to ill health or ultimately feeling unable to continue in the profession with the resultant loss of highly invested experience and knowledge.

b. Investment policy and performance

The Charity does not currently have any investments.

Cash balance reserves are held in bank savings accounts split between a 35-day notice Liquidity Manager account and an instant access Business Reserve account.

The instant access Business Reserve account contains funds which need to be readily available.

Financial review

a. Going concern

After making appropriate enquires, the Trustees have a reasonable expectation that the Charity has adequate resources to continue in operational existence for the foreseeable future. For this reason, they continue to adopt the going concern basis in preparing the financial statements. Further details regarding the adoption of the going concern basis can be found in the accounting policies.

b. Reserves policy

DSLS presently holds £144,975 of unrestricted reserves and £54,825 of restricted funds, as well as a £138,000 deficit in the pension reserve.

Board of Trustees have duly considered its Reserves Policy and has designated the following funds from within unrestricted funds for the following purposes:

Defined Benefits Pension Scheme – £138,000
On 1 June 2020, two members of DCC staff transferred to DSLS under TUPE regulations which included membership of the Local Government Pension Scheme. The charity was granted Admitted Body Status to the pension scheme supported by a 3-year guarantee by DCC in lieu of a bond surety which has been calculated by Actuaries Barnett Waddingham. At the end of the 3-year period, DSLS will be expected to meet this liability and reserves have been set aside and designated for this purpose.

Redundancy Liability - £22,810
A redundancy liability has been calculated for the one member of permanent staff TUPE'd from DCC and this will be reviewed annually to include any additional statutory liabilities arising in respect of other qualifying employees.

c. Finance review

During the year, the charity received total income of £299,574 of which £140,620 related to the DCC Commissioned Services Agreement (CSA) as restricted funds and £158,667 as grants from the former and now dissolved legacy phase associations, DAPH & DASH. The balance of £287 represented bank interest received.

Total expenditure totalled £220,774 of which £206,795 was against restricted funds, including £117,000 which related to the brought forward pension deficit of staff transferred from DCC, and £13,979 unrestricted, resulting in an overall net surplus of £78,800.

Whilst the charity remains in a healthy position, the pandemic has prevented any income generation from trading activities. The CSA expenditure was lower than forecast, as meetings and briefings were held virtually due to Covid-19. The surplus of £54,825 of restricted DCC funds will be invested into future events and projects to support recovery from the pandemic. This will include further investment in the aHead service, and research to develop a strand of work known as Devon Education Futures, which will be rolled out in 2021/22.

Structure, governance and management

a. Constitution

Devon Schools Leadership Services CIO is a registered charity, number 1186756, and is constituted under a Trust deed.

b. Methods of appointment or election of Trustees

Trustees are recruited based on their skills, knowledge, and experience needed for the effective administration of the Charity.

Trustees must be appointed for a term of four years by a resolution passed at a properly convened meeting of the Charity Trustees. Except from the first Charity Trustees.

There must be at least five Charity Trustees. If the number falls below this minimum, the remaining Trustee or Trustees may act only to call a meeting of the Charity Trustees or appoint a new Charity Trustee.

The maximum number of Charity Trustees is ten. The Charity Trustees may not appoint any Charity Trustee if as a result the number of Charity Trustees would exceed the maximum.

Any person retiring as a Charity Trustee is eligible for reappointment.

A Charity Trustee who has served for three consecutive terms may not be reappointed for a fourth consecutive term but may be reappointed after an interval of at least one year.

c. Policies adopted for the induction and training of Trustees

All Trustees are fully inducted by the Charity on its aims and objectives and the role they have on the developing the Charity. The Trustees have all received the Charities' Commission guidance on the Roles and Responsibilities of the Charity Trustees.

Structure, governance and management (continued)

d. Pay policy for key management personnel

DSLS employees are offered fair pay in accordance with their skills, experience and contribution to the development of the Charity. Remuneration is reviewed annually by the Trustees of the Charity and is benched mark against similar job roles in the public sector.

e. Financial risk management

The Trustees have assessed the major risks to which the Charity is exposed, in particular those related to the operations and finances of the Charity, and are satisfied that systems and procedures are in place to mitigate exposure to the major risks.

Plans for future periods

As a new start-up charity, DSLS has yet to fully establish and develop new income generation streams. This has been further inhibited by the pandemic and inability to hold large events and training programmes. Furthermore, the charity is largely reliant on the Commissioned Services Agreement with DCC which, following consultation with schools, is an annually agreed top-slice from the Dedicated Schools Grant. This 12-month agreement means that it is difficult for any medium to long term assurances since funding could cease; either because schools no longer wish to fund the service or because the introduction of a hard National Funding Formula will no longer permit the top-slice. Without the CSA funding, the charity will be forced to revert to a subscription-based model by invoice to each individual school and there is no guarantee that all schools will buy in. This would potentially place the charity at significant risk of financial failure which, in turn, would give rise to school leaders losing a service which is highly valued by schools, the local authority and other agencies as well as inevitable staff redundancies.

Looking ahead to 2021/22, DSLS is planning to invest in its own IT systems by leasing hardware and purchasing software to complete the migration away from the local authority network. This will require expenditure of up to £5,000 on software and leasing costs of £1,000 per year which will be funded from reserves.

The resultant net reserves of c.£50,000 would enable the charity to continue trading for a period of up to one academic term following the expiry of the CSA contract to identify and secure alternative income streams or to effectively wind-up operations in a proper manner.

Statement of Trustees' responsibilities

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

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

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles of the Charities SORP (FRS 102);
- make judgments and accounting estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards (FRS 102) have been followed, subject to any material departures disclosed and explained in the financial statements;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the Charity will continue in business.

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

Approved by order of the members of the board of Trustees on 06/04/2022 and signed on their behalf by:

J Bishop (Chair)

G Myles (Finance & Audit Trustee)

INDEPENDENT EXAMINER'S REPORT FOR THE YEAR ENDED 31 AUGUST 2021

Independent examiner's report to the Trustees of Devon Schools Leadership Services CIO ('the Charity')

I report to the charity Trustees on my examination of the accounts of the Charity for the year ended 31 August 2021.

Responsibilities and basis of report

As the Trustees of the Charity you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ('the 2011 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 the applicable Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act.

Independent examiner's statement

Since the Charity's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the 2011 Act. I confirm that I am qualified to undertake the examination because I am a member of the ICAEW, which is one of the listed bodies.

Your attention is drawn to the fact that the Charity has prepared the accounts 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) in preference to the Accounting and Reporting by Charities: Statement of Recommended Practice issued on 1 April 2005 which is referred to in the extant regulations but has been withdrawn.

I understand that this has been done in order for the accounts to provide a true and fair view in accordance with the Generally Accepted Accounting Practice effective for reporting periods beginning on or after 1 January 2015.

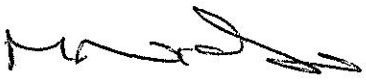
I have completed my examination. I confirm that no matters have come to my attention in connection with the examination giving me cause to believe that in any material respect:

1. accounting records were not kept in respect of the Charity as required by section 130 of the 2011 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.

INDEPENDENT EXAMINER'S REPORT (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2021

This report is made solely to the Charity's Trustees, as a body, in accordance with Part 4 of the Charities (Accounts and Reports) Regulations 2008. My work has been undertaken so that I might state to the Charity's Trustees those matters I am required to state to them in an Independent examiner's report and for no other purpose. To the fullest extent permitted by law, I do not accept or assume responsibility to anyone other than the Charity and the Charity's Trustees as a body, for my work or for this report.

Signed:  Dated: 12/04/22

Misty Nickells FCA

Griffin
Chartered Accountants
Silverdown Office Park
Exeter Airport Buisness Park
Exeter
EX5 2UX

STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 31 AUGUST 2021

	Note	Restricted funds 2021 £	Unrestricted funds 2021 £	Total funds 2021 £
Income from:				
Charitable activities	3	140,620	158,667	299,287
Investments	4	-	287	6,287
Total income		140,620	158,954	299,574
Expenditure on:				
Charitable activities	5	206,795	13,979	220,774
Total expenditure		206,795	13,979	220,774
Net movement in funds before other recognised gains/(losses)		(66,175)	144,975	78,800
Other recognised gains/(losses):				
Actuarial losses on defined benefit pension schemes	14	(17,000)	-	(17,000)
Net movement in funds		(83,175)	144,975	61,800
Reconciliation of funds:				
Net movement in funds		(83,175)	144,975	61,800
Total funds carried forward		(83,175)	144,975	61,800

The Statement of financial activities includes all gains and losses recognised in the year.

The notes on pages 13 to 23 form part of these financial statements.

BALANCE SHEET
FOR THE YEAR ENDED 31 AUGUST 2021

	Note		2021 £
Current assets			
Debtors	10	3,839	
Cash at bank and in hand		286,274	
		290,113	
Creditors: amounts falling due within one year	11	(90,313)	
Net current assets			199,800
Total assets less current liabilities			199,800
Net assets excluding pension liability			199,800
Defined benefit pension scheme liability	14		(138,000)
Total net assets			61,800
Charity funds			
Restricted funds:			
Restricted funds excluding pension asset	12	54,825	
Pension reserve	12	(138,000)	
Total restricted funds	12		(83,175)
Unrestricted funds	12		144,975
Total funds			61,800

The financial statements were approved and authorised for issue by the Trustees on 06/04/2022 and signed on their behalf by:

J Bishop
Chair of Trustees

G Myles
(Finance & Audit Trustee)

The notes on pages 13 to 23 form part of these financial statements.

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2021

1. General information

Devon Schools Leadership Services CIO is a Charitable Incorporated Organisation registed in England & Wales. Its registered office address is Devon School Leadership Services, Venture House, One Capital Court, Bittern Road, Sowton Industrial Estate, Exeter, EX2 7FW.

2. Accounting policies

2.1 Basis of preparation of financial statements

The financial statements have been prepared in accordance with the Charities SORP (FRS 102) - Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Charities Act 2011.

The financial statements have been prepared to give a 'true and fair' view and have departed from the Charities (Accounts and Reports) Regulations 2008 only to the extent required to provide a 'true and fair' view. This departure has involved following the Charities SORP (FRS 102) published in October 2019 rather than the Accouting and Reporting by Charities: Statement of Recommended Practice effective from 1 April 2005 which has since been withdrawn.

The financial statements have been prepared to give a 'true and fair' view and have departed from the Charities (Accounts and Reports) Regulations 2008 only to the extent required to provide a 'true and fair' view. This departure has involved following the Charities SORP (FRS 102) published in October 2019 rather than the Accounting and Reporting by Charities: Statement of Recommended Practice effective from 1 April 2005 which has since been withdrawn.

Devon Schools Leadership Services 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.

2.2 Going concern

The Trustees have considered the financial position of the Charity for a period of at least 12 months from the date of signing the accounts, including factoring the year end reserves position and post year end income and expenditure, and expect the Charity to continue as a going concern and have prepared the accounts on this basis.

2.3 Income

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

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

2. Accounting policies (continued)

2.4 Expenditure

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

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

2.5 Interest receivable

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

2.6 Debtors

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

2.7 Cash at bank and in hand

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

2.8 Liabilities

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

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

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

2.9 Financial instruments

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

2. Accounting policies (continued)

2.10 Pensions

The Charity operates a defined contribution pension scheme and the pension charge represents the amounts payable by the Charity to the fund in respect of the year.

The Charity also operates a defined benefits pension scheme and the pension charge is based on a full actuarial valuation dated 31 August 2021.

2.11 Fund accounting

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

Designated funds comprise unrestricted funds that have been set aside by the Trustees for particular purposes. The aim and use of each designated fund is set out in the notes to the financial statements.

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

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

3. Income from charitable activities

	Restricted funds 2021 £	Unrestricted funds 2021 £	Total funds 2021 £
Grant Income	140,620	10,000	**150,620**
Donations	-	148,667	**148,667**
	140,620	158,667	**299,287**

4. Investment income

	Unrestricted funds 2021 £	Total funds 2021 £
Investment income	287	**287**

4. Investment income (continued)

5. Analysis of expenditure on charitable activities

Summary by fund type

	Restricted funds 2021 £	Unrestricted funds 2021 £	Total funds 2021 £
Support costs	206,795	13,979	**220,774**

6. Analysis of expenditure by activities

	Support costs 2021 £	Total funds 2021 £
Support costs	220,774	**220,774**

6. Analysis of expenditure by activities (continued)

Analysis of support costs

	Activities 2021 £	Total funds 2021 £
Staff costs	51,983	**51,983**
General expenses	123	**123**
Venue costs	1,382	**1,382**
Rent	2,750	**2,750**
Insurance	1,359	**1,359**
Speaker fees	1,000	**1,000**
IT costs	502	**502**
SLA reimbursements	40,910	**40,910**
Legal and professional	625	**625**
Audit and accountancy	3,140	**3,140**
Transfer from local authority on conversion	117,000	**117,000**
	220,774	**220,774**

7. Independent examiner's remuneration

The independent examiner's remuneration amounts to an independent examiner fee of £1,500.

8. Staff costs

	2021 £
Wages and salaries	**37,893**
Social security costs	**3,494**
Pension costs	**10,596**
	51,983

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

	2021 No.
Employees	**1**

8. Staff costs (continued)

No employee received remuneration amounting to more than £60,000 in either year.

The key management personnel of the Charity is the Business & Operations Manager. The total employee benefits of the key management personnel of the Charity is £19,299.

9. Trustees' remuneration and expenses

During the year, no Trustees received any remuneration or other benefits.

During the year ended 31 August 2021, no Trustee expenses have been incurred.

10. Debtors

	2021 £
Due within one year	
Other debtors	1,714
Prepayments and accrued income	2,125
	3,839

11. Creditors: Amounts falling due within one year

	2021 £
Trade creditors	13,079
Accruals and deferred income	77,234
	90,313

	2021 £
Resources deferred during the year	56,500

At the balance sheet date the Charity was holding funds received in advance of £56,500 from the Devon County Council Commissioned Service Agreement.

12. Statement of funds

Statement of funds - current year

	Income £	Expenditure £	Transfers in/out £	Gains/ (Losses) £	Balance at 31 August 2021 £
Designated funds					
Redundancy Provision	-	-	22,810	-	22,810
General funds					
Donation	148,666	(9,412)	(22,810)	-	116,444
Devon County Council	10,000	(4,567)	-	-	5,433
Bank Interest	288	-	-	-	288
	158,954	(13,979)	(22,810)	-	122,165
Total Unrestricted funds	158,954	(13,979)	-	-	144,975
Restricted funds					
Devon County Council	140,620	(85,795)	-	-	54,825
Pension reserve	-	(121,000)	-	(17,000)	(138,000)
	140,620	(206,795)	-	(17,000)	(83,175)
Total of funds	299,574	(220,774)	-	(17,000)	61,800

The specific purposes for which the funds are to applied are as follows:

Devon County Council
£140,620 received in year to be be spent in line with the Commissioned Service Agreement.

Pension Reserve
The charity's share of the assets and liabilities in the Local Government Pension Scheme. This is currently in deficit due to an excess of scheme liabilities over scheme assets which was inherited on conversion from the local authority.

Designated Funds
£22,810 has been allocated to a designated fund in order to form a redundancy provision.

13. Analysis of net assets between funds

	Restricted funds 2021 £	Unrestricted funds 2021 £	Total funds 2021 £
Current assets	54,825	235,288	**290,113**
Creditors due within one year	-	(90,313)	**(90,313)**
Provisions for liabilities and charges	(138,000)	-	**(138,000)**
Total	(83,175)	144,975	**61,800**

14. Pension commitments

The Charity operates a defined benefit pension scheme.

The Charity employees belong to the Local Government Pension Scheme (LGPS) for non-teaching staff, which is managed by Devon County Council. This is a multi-employer defined benefit scheme.

The latest actuarial valuation of the LGPS related to the period ended 31 March 2019.

There were no outstanding contributions payable to the scheme at the end of the financial year.

The LGPS is a funded defined benefit pension scheme, with the assets held in separate trustee-administered funds. The total contribution made for the year ended 31 August 2021 was £5,000, of which employer's contributions totalled £4,000 and employees' contributions totalled £1,000. The agreed contribution rates for future years are 28.1 per cent for employers and 5.5-12.5 per cent for employees.

Devon County Council (DCC) acts as a guarantor to the defined pension benefit liability under an Admissions Agreement between DSLS and DCC in its capacity as Administering Authority and Scheme Employer for the LGPS in relation to staff who have transferred to the Charity under a TUPE transfer. The DCC Guarantee took effect on 1 June 2021 and shall continue in force until the earlier of:

(a) the Termination Date (as defined in the Admissions Agreement); or
(b) 31 May 2024;

as may be varied by the earlier termination of the guarantee in accordance with its terms.

14. Pension commitments (continued)

Principal actuarial assumptions

	At 31 August 2021 %
Rate of increase in salaries	3.90
Rate of increase for pensions in payment/inflation	2.90
Discount rate for scheme liabilities	1.65
Inflation assumption (CPI)	2.90

	At 31 August 2021 Years
Retiring today	
Males	23.0
Females	24.2
Retiring in 20 years	
Males	24.4
Females	25.6

Sensitivity analysis

	At 31 August 2021 £
Discount rate +0.1%	(7,000)
Discount rate -0.1%	7,000
Mortality assumption - 1 year increase	11,000
Mortality assumption - 1 year decrease	(10,000)
CPI rate +0.1%	6,000
CPI rate -0.1%	(6,000)

14. Pension commitments (continued)

The Charity's share of the assets in the scheme was:

	At 31 August 2021 £
Equities	90,000
Gilts	18,000
Corporate bonds	3,000
Property	11,000
Cash and other liquid assets	1,000
Other	20,000
Total fair value of assets	143,000

The actual return on scheme assets was £7,000.

The amounts recognised in the Statement of financial activities are as follows:

	2021 £
Current service cost	8,000

Movements in the present value of the defined benefit obligation were as follows:

	2021 £
Interest cost	1,000
Contributions by scheme participants	1,000
Actuarial losses/(gains)	23,000
Current service cost	8,000
Liabilities transferred in from Local Authority	248,000
Closing defined benefit obligation	281,000

14. Pension commitments (continued)

Movements in the fair value of the Charity's share of scheme assets were as follows:

	2021 £
Expected return on assets	**1,000**
Actuarial gains	**6,000**
Contributions by employer	**4,000**
Contributions by scheme participants	**1,000**
Assets transferred in from Local Authority	**131,000**
Closing fair value of scheme assets	**143,000**

15. Related party transactions

The Charity has not entered into any related party transaction during the year, nor are there any outstanding balances owing between related parties and the Charity at 31 August 2021.

DEVON SCHOOLS LEADERSHIP SERVICES CIO

England & Wales - Charity number 1186756

Accounts

Trustees' Annual Report for the period

From	Period start date			To	Period end date		
	05	December	2019		31	August	2020

Section A Reference and administration details

Charity name	Devon Schools Leadership Services CIO
Other names charity is known by	Devon SLS & DSLS
Registered charity number (if any)	1186756
Charity's principal address	Venture House
	One Capital Court
	Bittern Road, Sowton Industrial Estate
	Postcode **EX2 7FW**

Names of the charity trustees who manage the charity

	Trustee name	Office (if any)	Dates acted if not for whole year	Name of person (or body) entitled to appoint trustee (if any)
1	Amanda Jane Fisher		Appointed 30 June 2020	Board of Trustees
2	Hazel Fox		Appointed 17 November 2020	Board of Trustees
3	Kevin Hughes		Appointed 20 January 2021	Board of Trustees
4	Judith Johnson	Chair of Trustees	Appointed 24 February 2020	Board of Trustees
5	Tom Arthur Hugh Briant- Evans		Appointed 17 October 2019	Board of Trustees
6	Georgina Alice Myles	Finance & Audit Trustee / Treasurer	Appointed 20 April 2021	Board of Trustees
7	Jonathan Paul Bishop		Appointed 17 October 2019	Board of Trustees
8	Matthew John Shanks		Appointed 17 October 2019	Board of Trustees
9	Aimee Mitchell		Appointed 16 November 2018 & Resigned 19 December 2019	Board of Trustees
10	Alun Dobson		Appointed 16 November 2018 & Resigned 1 July 2020	Board of Trustees
11	Martyn Boxall		Appointed 16 November 2018 & Resigned 20 January 2021	Board of Trustees
12	Daryll Chapman		Appointed 11 January 2019 & Resigned 14 September 2020	Board of Trustees
13	Peter Barretto		Appointed 11 January 2019 & Resigned 16 November 2020	Board of Trustees

14	Rob Haring		Appointed 17 November 2020 & Resigned 05 May 2021	Board of Trustees
15				
16				
17				
18				
19				
20				

Names of the trustees for the charity, if any, (for example, any custodian trustees)

Name	Dates acted if not for whole year

Names and addresses of advisers (Optional information)

Type of adviser	Name	Address
Advisor	Griffin Chartered Accountants	165 High Street, Honiton, Devon, EX14 1LQ

Name of chief executive or names of senior staff members (Optional information)

Clare Coates – Business & Operations Manager and Charity Secretary

Section B Structure, governance and management

Description of the charity's trusts

Type of governing document (eg. trust deed, constitution)	Constitution
How the charity is constituted (eg. trust, association, company)	CIO Foundation
Trustee selection methods (eg. appointed by, elected by)	Appointed by resolution at a meeting of the Charity Trustees.

Additional governance issues (Optional information)

You **may choose** to include additional information, where relevant, about:

- policies and procedures adopted for the induction and training of trustees;
- the charity's organisational structure and any wider network with which the charity works;
- relationship with any related parties;
- trustees' consideration of major risks and the system and procedures to manage them.

There is only one named Sub-Committee which is called Schools Executive Committee (SEC)

Section C Objectives and activities

Summary of the objects of the charity set out in its governing document

To advance education for the public benefit by supporting teaching and learning, leadership and community engagement in schools throughout Devon and South West England. Specifically, to be met through the provision of relevant training and development to ensure schools have the most effective leadership, pedagogy and support in place for the benefit of children, young people and families

Summary of the main activities undertaken for the public benefit in relation to these objects (include within this section the statutory declaration that trustees have had regard to the guidance issued by the Charity Commission on public benefit)

Devon School Leadership CIO was dormant during the year and therefore the main activities were not undertaken, these will begin in the next financial year.

Additional details of objectives and activities (Optional information)

You **may choose** to include further statements, where relevant, about:

- policy on grantmaking;
- policy programme related investment;
- contribution made by volunteers.

Section D Achievements and performance

Summary of the main achievements of the charity during the year

Devon School Leadership CIO was dormant during the year and therefore they did not have any achievements during the year. In the next financial year, the Charity will begin its work and achievements will be met.

Section E Financial review

Brief statement of the charity's policy on reserves

The charity was dormant during the year so there are no reserves.

Details of any funds materially in deficit

There are no funds materially in deficit.

Further financial review details (Optional information)

You **may choose** to include additional information, where relevant about:

- the charity's principal sources of funds (including any fundraising);
- how expenditure has supported the key objectives of the charity;
- investment policy and objectives including any ethical investment policy adopted.

Section F Other optional information

Section G Declaration

The trustees declare that they have approved the trustees' report above.

Signed on behalf of the charity's trustees

Signature(s)		
Full name(s)	Judith Johnson	
Position (eg Secretary, Chair, etc)	Chair	

Date	25/06/2021

CHARITY COMMISSION FOR ENGLAND AND WALES

Devon Schools Leadership Services CIO	1186756

Receipts and payments accounts

CC16a

For the period from	05/12/2019	To	31/08/2020

Section A Receipts and payments

	Unrestricted funds to the nearest £	Restricted funds to the nearest £	Endowment funds to the nearest £	Total funds to the nearest £	Last year to the nearest £
A1 Receipts					
	-	-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
Sub total *(Gross income for AR)*	-	-	-	-	-
A2 Asset and investment sales, (see table).					
	-	-	-	-	
	-	-	-	-	-
Sub total	-	-	-	-	-
Total receipts	-	-	-	-	-
A3 Payments					
	-	-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
Sub total	-	-	-	-	-
A4 Asset and investment purchases, (see table)					
	-	-	-	-	
	-	-	-	-	
Sub total	-	-	-	-	-
Total payments	-	-	-	-	-
Net of receipts/(payments)	-	-	-	-	-
A5 Transfers between funds	-	-	-	-	-
A6 Cash funds last year end	-	-	-	-	-
Cash funds this year end	-	-	-	-	-

Section B Statement of assets and liabilities at the end of the period

B1 Cash funds

Categories	Details	Unrestricted funds to nearest £	Restricted funds to nearest £	Endowment funds to nearest £
		-	-	-
		-	-	-
		-	-	-
	Total cash funds	-	-	-
	(agree balances with receipts and payments account(s))	OK	OK	OK

B2 Other monetary assets

Details	Unrestricted funds to nearest £	Restricted funds to nearest £	Endowment funds to nearest £
	-	-	-
	-	-	-
	-	-	-
	-	-	-
	-	-	-
	-	-	-

B3 Investment assets

Details	Fund to which asset belongs	Cost (optional)	Current value (optional)
		-	-
		-	-
		-	-
		-	-
		-	-

B4 Assets retained for the charity's own use

Details	Fund to which asset belongs	Cost (optional)	Current value (optional)
		-	-
		-	-
		-	-
		-	-
		-	-
		-	-
		-	-
		-	-
		-	-

B5 Liabilities

Details	Fund to which liability relates	Amount due (optional)	When due (optional)
		-	
		-	
		-	
		-	
		-	

Signed by one or two trustees on behalf of all the trustees

Signature	Print Name	Date of approval
Judith Johnson	Judith Johnson	25/06/2021