

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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DEVON SCHOOLS LEADERSHIP SERVICES CIO

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

DEVON SCHOOLS LEADERSHIP SERVICES CIO

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.

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

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.

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

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.

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

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 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.

DEVON SCHOOLS LEADERSHIP SERVICES CIO

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

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.

DEVON SCHOOLS LEADERSHIP SERVICES CIO

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

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 benchmarked against similar job roles in the public sector.

e. Financial risk management

The Trustees actively and regularly 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 2022

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 via 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 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 26 April 2023 and signed on their behalf by:



J Bishop
Chair of Trustees



G Myles
Finance & Audit Trustee

DEVON SCHOOLS LEADERSHIP SERVICES CIO

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.

DEVON SCHOOLS LEADERSHIP SERVICES CIO

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 Business Park
Exeter
EX5 2UX

DEVON SCHOOLS LEADERSHIP SERVICES CIO

**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.

DEVON SCHOOLS LEADERSHIP SERVICES CIO

**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
		<u>330,327</u>	<u>290,113</u>
Creditors: amounts falling due within one year	13	(86,708)	(90,313)
Net current assets		<u>243,619</u>	<u>199,800</u>
Total assets less current liabilities		<u>243,619</u>	<u>199,800</u>
Net assets excluding pension liability		<u>243,619</u>	<u>199,800</u>
Defined benefit pension scheme liability	16	(16,000)	(138,000)
Total net assets		<u><u>227,619</u></u>	<u><u>61,800</u></u>
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	<u>99,348</u>	<u>(83,175)</u>
Unrestricted funds	14	<u>128,271</u>	<u>144,975</u>
Total funds		<u><u>227,619</u></u>	<u><u>61,800</u></u>

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.

DEVON SCHOOLS LEADERSHIP SERVICES CIO

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 registered 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 Accounting 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.

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

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.

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

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 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 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 actuarial valuation would impact on the carrying amount of the pension liability.

DEVON SCHOOLS LEADERSHIP SERVICES CIO

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

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	-	-	-
	<u>226,000</u>	<u>50,385</u>	<u>276,385</u>

	<i>Restricted funds 2021 £</i>	<i>Unrestricted funds 2021 £</i>	<i>Total funds 2021 £</i>
Grant Income	140,620	10,000	150,620
Donations	-	148,667	148,667
	<u>140,620</u>	<u>158,667</u>	<u>299,287</u>

5. Investment income

	Unrestricted funds 2022 £	Total funds 2022 £
Investment income	<u>320</u>	<u>320</u>

	<i>Unrestricted funds 2021 £</i>	<i>Total funds 2021 £</i>
Investment income	<u>287</u>	<u>287</u>

DEVON SCHOOLS LEADERSHIP SERVICES CIO

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

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

	<i>Restricted funds 2021 £</i>	<i>Unrestricted funds 2021 £</i>	<i>Total 2021 £</i>
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

	<i>Support costs 2021 £</i>	<i>Total funds 2021 £</i>
Support costs	220,774	220,774

DEVON SCHOOLS LEADERSHIP SERVICES CIO

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

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

DEVON SCHOOLS LEADERSHIP SERVICES CIO

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

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
	<u>86,965</u>	<u>51,983</u>

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

	2022 No.	2021 No.
Employees	<u>3</u>	<u>1</u>

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
	<u>14,100</u>	<u>3,839</u>

DEVON SCHOOLS LEADERSHIP SERVICES CIO

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

12. Current asset investments

	2022	<i>As restated</i> 2021
	£	£
Unlisted investments	118,269	118,002
	<u>118,269</u>	<u>118,002</u>

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
	<u>86,708</u>	<u>90,313</u>

	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)	-
	<u>56,500</u>	<u>56,500</u>

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

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

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

DEVON SCHOOLS LEADERSHIP SERVICES CIO

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

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 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.

DEVON SCHOOLS LEADERSHIP SERVICES CIO

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

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

DEVON SCHOOLS LEADERSHIP SERVICES CIO

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

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.

DEVON SCHOOLS LEADERSHIP SERVICES CIO

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

16. Pension commitments (continued)

Principal actuarial assumptions

	At 31 August 2022	<i>At 31 August 2021</i>
	%	%
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	<i>At 31 August 2021</i>
	Years	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	<i>At 31 August 2021</i>
	£	£
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)

DEVON SCHOOLS LEADERSHIP SERVICES CIO

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

16. Pension commitments (continued)

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

	At 31 August 2022	<i>At 31 August 2021</i>
	£	£
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	<i>As restated 2021</i>
	£	£
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

DEVON SCHOOLS LEADERSHIP SERVICES CIO

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

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.