

GLOUCESTER DIOCESAN BOARD OF EDUCATION

England & Wales · Charity number 1199117

Details

Status Registered

Legal form CIO

Registered 2022-05-27

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

Contact

Address Church House
5 Denmark Road
Gloucester
GL1 3HW

Phone 01452835557

Email education@glosdioc.org.uk

Website <https://www.gloucester.anglican.org/schools/>

Activities

Objects: THE OBJECT(S) OF THE CIO ARE TO ADVANCE OR ASSIST IN THE ADVANCEMENT OF EDUCATION CONSISTENT WITH THE FAITH AND PRACTICE OF THE CHURCH OF ENGLAND FOR THE PUBLIC BENEFIT IN THE DIOCESE IN PARTICULAR BY CARRYING OUT THE FUNCTIONS OF THE DIOCESAN BOARD OF EDUCATION FOR THE DIOCESE UNDER THE PROVISIONS OF THE MEASURE.

Activities: To advance or assist in the advancement of education consistent with the faith and practice of the Church of England for the public benefit in the Diocese of Gloucester, in particular by carrying out the functions of the Diocesan Board of Education for the Diocese under the provisions of the DBE Measure (2021).

Classification

- **How:** Provides Services, Provides Advocacy/advice/information
- **What:** Education/training, Religious Activities
- **Who:** Children/young People

Geography

- Gloucestershire
- South Gloucestershire

Finances

Period end	Income	Expenditure	Assets	Employees
2024-12-31	£522,993	£737,724	£7,041,666	8
2023-12-31	£611,460	£630,739	£-19,279	9
2022-12-31	£178,514	£178,514	-	-

Trustees

Name	Role	Appointed
The Venerable Katrina Ruth Goldie Scott	Chair	2025-09-30
Barry Crawford McMaster		2025-10-04
Bernice Tricia Webber-Brown		2024-03-05
Canon Rachel Elizabeth Howie		2024-02-03
Dr Joan Margaret Grills		2024-03-05
Emma Joanne Mignaud		2024-03-05
Guy Rees Phillips		2024-03-05
Ian Bradley Moore		2024-03-05
Jonathon Paul Millin		2024-03-05
Julian Thornton Grail		2025-09-30
Rev Alice Jaye Wood		2024-03-05
Susan Elizabeth Padfield		2024-03-05
The Right Reverend Rachel Treweek		2024-03-05

Linked charities

- VOLUNTARY SCHOOLS FUND OF GLOUCESTER DIOCESAN BOARD OF EDUCATION (1199117-1)
- BISHOP HEADLAM FUND (1199117-2)

GLOUCESTER DIOCESAN BOARD OF EDUCATION

England & Wales - Charity number 1199117

Accounts



Gloucester Diocesan Board of Education
*incorporating Bishop Headlam Fund
and Voluntary Schools Fund*

Annual Report & Accounts

2024



Board of Trustees

Ex-officio (as Diocesan Bishop)

The Right Reverend Rachel Treweek

Diocesan Bishop's Appointment

The Right Reverend Robert Springett – Chair

Elected by Diocesan Synod

Canon Dr Matthew Andrews

The Reverend Rachel Beck (resigned 12 July 2025)

Dr Joan Grills – Vice Chair

Canon Rachel Howie (appointed 3 February 2024)

Miss Jennifer Lane (resigned 20 July 2024)

Mr Jonathon Millin

Mr Ian Moore

Mrs Susan Padfield

Mrs Bernice Webber-Brown

Co-opted

Mrs Emma Mignaud

Mr Guy Phillips

The Reverend Alice Wood

Bankers

Barclays Bank plc

18 Southgate Street

Gloucester GL1 2DH

Registered Office and Operational Address

4 College Green

Gloucester GL1 2LR

Registered charity number 1199117

Contents

Board of Trustees and Principal Officers.....	2
Trustees' Report.....	3-10
Independent Auditors' Report.....	11-13
Statement of Financial Activities.....	14
Balance Sheet.....	15
Notes to the Financial Statements.....	16-32

Auditors

HaysMac LLP

10 Queen Street Place

London

EC4R 1AG

Investment Managers

CCLA Investment Management Ltd

80 Cheapside

London EC2V 6DZ

Trustees' Report

for the year ended 31 December 2024

The trustees present their report and financial statements for the year ended 31 December 2024 and confirm the financial statements comply with current statutory requirements, the charity's governing document, the Statement of Recommended Practice: Accounting and Reporting by Charities (Charities SORP (FRS 102)) and the Financial Reporting Standard 102 applicable in the United Kingdom and Republic of Ireland (UK Generally Accepted Practice) and the Charities Act 2011.

Objects, Strategies and Activities

The objects of the charitable incorporated organisation (CIO) are to advance or assist in the advancement of education consistent with the faith and practice of the Church of England for the public benefit in the Diocese, in particular by carrying out the functions of the Diocesan Board of Education for the Diocese under the provisions of the Diocesan Boards of Education Measure 2021 ('the Measure').

The Gloucester Diocesan Board of Education (GDBE) seeks, as required by the Measure, to:

- a) promote or assist in the promotion of education in the Diocese that is consistent with the faith and practice of the Church of England;
- b) promote or assist in the promotion of religious education and religious worship in schools in the Diocese;
- c) promote or assist in the promotion of Church schools in the Diocese;
- d) promote co-operation between itself and other persons concerned with education in the Diocese.

The GDBE does this in accordance with the LIFE Together Vision of the Diocese, which seeks to enable Life in All Its Fullness (John 10:10), through Leadership, Imagination, Faith and Engagement.

In accordance with the Measure, the Diocesan Director of Education (DDE) leads a team of Principal Advisors and administrators who fulfil the objects of the CIO and requirements of the Measure. These staff members are employed by the GDBE. Principal Advisors and the DDE have specific areas of responsibility related to Christian character; Statutory Inspection of Anglican and Methodist Schools (SIAMS); religious education (RE); spirituality; collective worship; justice and courageous advocacy; relationships, sex and health education (RSHE); wellbeing; governance; buildings; admissions; and trusts.

The GDBE has established trustee committees to monitor the wellbeing and progress of the schools through the work of the Education Team and its own stewardship of resources:

Standards and Ethos Committee – to maintain strong oversight of the educational standards and Christian character within all Church of England schools and academies driven by the GDBE Vision.

Finance, Audit and Resources Committee – to maintain oversight of financial and audit-related matters, and of the charity risk register; to maintain a strong oversight of the land, buildings and trusts for which the GDBE has responsibility, and to make recommendations to the full board in this regard in order to support the Christian education of the pupils in our schools.

Academisation Committee – to consider applications for conditional consent for academisation from diocesan Church schools, and for permission to take articles with the Diocese from multi-academy trusts and make recommendations on these matters to the GDBE.

In addition to the committees there is a Foundation Governor Appointment Panel who undertake the delegated responsibility regarding the appointment of foundation governors and foundation trustees. The full board meets four times a year, with extraordinary meetings as required. Committees meet at least three times a year depending on remit and need.

Trustees' Report

for the year ended 31 December 2024

Schools

The GDBE has oversight of 116 Church of England schools in the Diocese, one of which is a secondary academy and the remainder primary (including infant and junior) schools. The Diocese of Gloucester family of schools spans two local authorities (Gloucestershire and South Gloucestershire). There are a variety of schools across the Diocese, including small rural primary schools with mixed-age classes, large city schools, schools with attached nursery provision and wrap-around care, as well as All Saints' Academy (secondary). 75 schools are maintained by the local authorities and are designated either voluntary aided or voluntary controlled. Some of these schools have entered into formal federation arrangements. The remaining schools are part of multi-academy trusts. The multi-academy trusts currently containing GDBE schools are the Diocesan MAT: the Diocese of Gloucester Academies Trust (DGAT); Corinium Education Trust (CET); North Cotswold Schools Federation Multi-Academy Trust (NCSF MAT); Primary QuEST (PQ); and the Severn Federation Academy Trust (SFAT).

Key Priority Foci in 2024

Annual priorities are set by academic year, and therefore the financial period with which this report is concerned bridges two academic years. Key foci for the period covered by this report have been:

- Support for the development of the multi-academy trust (MAT) landscape in the Diocese and for schools seeking to find a good home within a MAT that will uphold and continue to develop their distinctively Christian flourishing
- Monitoring and supporting the Christian distinctiveness of Church schools and their preparation for SIAMS inspections
- Strengthening and supporting governance in our Church schools through the provision of guidance, training, support and clarification of criteria for appointment and expectations of foundation governors, including substitute ex-officio foundation governors
- Developing medium-term and longer-term strategic planning for the GDBE as a CIO
- Developing vision and leadership within our Church schools, including provision of pastoral support for leaders and governors
- Supporting and facilitating carbon net zero strategy and action
- Support for RE, collective worship and spirituality
- Rolling out and continuing to evaluate and develop strategy for future income generation in a changing education and financial landscape

Achievements and Performance

The GDBE was established as a CIO, with clear governance and committee structures. A new Diocesan Director of Education has been appointed, starting in September 2023, with a clear mandate for strategic development of the work of the GDBE.

The CIO employs staff to support schools in their maintenance and building projects. During 2024 GDBE has continued to provide a high level of support to schools in this area.

Additional school support is provided by staff for the development and delivery of religious education, spirituality and collective worship. This may be in the form of staff directly supporting the school or running training courses and events for the schools.

The GDBE has been active in the securing of good homes for Church schools within the MAT landscape, working closely with local authority partners, the Regional Director for the Department for Education (DfE) and MATs. The Education Team have provided appropriate advice and guidance to governors to ensure that due diligence is

Trustees' Report

for the year ended 31 December 2024

Achievements and Performance (continued)

followed in decisions around academisation and federation. The Academisation Committee has ensured the robust enactment of conditional consent processes to ensure that conditional consent is appropriately considered and decisions made in the best interests of the current- and long-term distinctively Christian flourishing of Church schools in accordance with the Memorandum of Understanding between the DfE and National Society.

The Finance, Audit and Resources Committee has considered with care the distribution of the school condition allocation (SCA) grant to schools, taking into account their safeguarding, health and safety, and urgent needs, and has continued to follow up, with advice from the solicitors, several issues pertaining to trusts, buildings and land in order to make recommendations to the full board.

Public Benefit Statement

The board exists under the Diocesan Boards of Education Measure (2021) ' The Measure sets out the core purpose of the Board of Education, which is to:

- promote or assist in the promotion of education in the diocese that is consistent with the faith and practice of the Church of England,
- promote or assist in the promotion of religious education and religious worship in schools in the diocese,
- promote co-operation between itself and other persons concerned with education in the diocese.

The trustees confirm that they have complied with the duty in Section 17(5) of the Charities Act 2011 to have due regard to the Charity Commissioner's general guidance on public benefit in exercising their powers or duties. They have carefully referred to this guidance when reviewing the board's aims and objectives and when planning its future activities, acting in accordance with the Church of England's Vision for Education for the common good of the whole human community and its environment: hospitable to diversity, respecting freedom of religion and belief, encouraging all to contribute from the depths of their own traditions and understandings, inviting collaborations, alliances and negotiation of differences in order to serve the flourishing of a healthily plural society and democracy.

Financial Performance

Financial Review

During the past two years, the charity has gone through significant change with incorporation and separation from the Diocesan Board of Finance in 2022 to becoming the parent charity and sole member of the Bishop Headlam Fund and Voluntary Schools Fund, in 2023 and linking with those charities in 2024.

The explanations below are based on the Statement of Financial Activity and Balance sheet as set out on pages 14 and 15.

Total income in the year was £522,993 (2023: £611,460) showing a decrease of 14.47%. Total grants and donations received were £178,752 (2023: £588,749) of which £123,050 was a grant from the GDBF (2023: £115,445). The 2023 figures include grants from VSF and BHF. The Foundation of St Matthias and the Sylvanus Lysons Charity have continued to support the GDBE. Charitable expenditure on school, governor and buildings support decreased by 15.1% from £630,739 in 2023 to £535,436 in 2024 (note 6). The board is continuing to explore other sources of income and achieve efficiencies to reduce costs. After charitable expenditure and gains on investments the net income for the year was a surplus of £126,894 (2023: £19,279). The net unrestricted income was a surplus of £19,279 (2023: deficit of £19,279).

Trustees' Report

for the year ended 31 December 2024

Financial Review (continued)

The accounting has followed FRS102 and the Charity SORP but this does not provide the level of clarity over the financial performance over the past two years that is needed to understand the financial statements. The following table shows the financial performance in the form of a statement of financial activities (SoFA) on the basis that the above changes were in place for the whole of 2023 and 2024:

SoFA for all charities with comparatives

	Notes	Unrestricted funds £	Restricted funds £	Total 2024 £	Total 2023 £
Income & endowments from					
Donations and grants	2	173,050	5,702	178,752	170,445
Charitable activities	3	21,169	69,002	90,171	92,350
Investments	4	-	243,970	243,970	242,003
Other income	5	10,100	-	10,100	-
Total		204,319	318,674	522,993	504,798
Expenditure on					
Charitable activities	6-7	535,436	202,288	737,724	717,113
Total		535,436	202,288	737,724	717,113
Net (expenditure)/income before investment gains		(331,117)	116,386	(214,731)	(212,315)
Net gains on investments		-	341,625	341,625	585,890
Net (expenditure)/income		(331,117)	458,011	126,894	373,575
Transfers between funds	16	350,396	(350,396)	-	-
Net movement in funds		19,279	107,615	126,894	373,575
Total funds brought forward		(19,279)	6,934,051	6,914,772	6,541,197
Total funds carried forward		-	7,041,666	7,041,666	6,914,772

Trustees' Report

for the year ended 31 December 2024

Financial Review (continued)

The annual grant from the Gloucester Diocesan Board of Finance (GDBF) is agreed in advance and approved by the Diocesan Synod. A grant of service is provided in addition to cash for the provision of finance and HR support. The GDBF has agreed an annual grant of £126,988 for 2025 to assist with the ongoing costs of the charity.

Net assets at 31 December 2024 are £7,041,666 (2023: net liabilities of £19,279). During 2024, the Charity Commission approved the transfer of £1 million from the BHF Capital Fund to the BHF Income Fund to support the charitable activities of the GDBE.

The board acknowledges the GDBE's present financial position is reliant on the release of £1 million from BHF and that this model is not sustainable in the long term. The board recognises that for its continued ability to be sufficiently resourced to fulfil the DBE Measure and support the flourishing of its Church schools, the GDBE needs to steward its capital wisely to preserve future investment income. The GDBE will engage over the next 12 months in strategic review of its core purposes against the DBE Measure and the LIFE Together vision of the diocese, which will inform budgeted cost management and income generation plans that will enable a managed transition to long-term sustainable in-year balanced budgets in future years.

Reserves Policy

Having considered financial risk, liquidity requirement and the timing of cash flows throughout the year, the board's policy is to aim to hold reserves equivalent to three months' budgeted unrestricted expenditure for the year (2024: £134k). At the year end, the GDBE had £nil (2023: £(19,279)) unrestricted reserves, and the board is working on a strategy to start building these reserves.

Going Concern

The trustees recognise the risk of financial viability, and this is reflected in the actions taken by the board. The GDBF has agreed an annual grant for the next two years, with an expected ongoing commitment. Both the Voluntary Schools Fund (VSF) Restricted Income Fund and the Bishop Headlam Fund (BHF) Restricted Income Fund (including the additional £1 million) transfer funds to support the GDBE with expenditure on charitable activities. The trustees wish to minimise the risk of further releases from BHF capital so the board is exploring other income sources.

Accordingly, the trustees have a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future and do not believe that there are any material uncertainties as to the going concern of the charity. Therefore, the trustees are content that the charity continues to adopt the going concern basis of accounting in preparing the annual accounts.

Risk Management

The trustees are responsible for the identification, mitigation and management of risk. The GDBE maintains a risk register to identify and support the mitigation of risks, via implementation of a management and mitigation strategy. This will be reviewed by trustees annually, with the responsibility for risk management delegated to the Finance, Audit and Resources Committee, where it is a standing item on each meeting agenda.

Principal Risks and Uncertainties

The risks identified as most significant for the period of this report, and their mitigation strategies, are identified below:

Lack of clarity over responsibility for financial management, policies and procedures

- Close liaison with Diocesan Board of Finance

Trustees' Report

for the year ended 31 December 2024

Principal Risks and Uncertainties (continued)

- Agreement of new processes and procedures to ensure effective handovers of responsibilities, policies and procedures
- Service level agreement with Diocesan Board of Finance

Clarity around expectations of service level agreement (SLA)/shared resources agreement (SRA) and staffing capacity to address new responsibilities

- Close communication with GDBF
- Review of SLA/SRA annually to identify areas needing review

Changes to level of income receivable: grants, investments etc

- Active management of income/expenditure position, including close liaison with GDBF
- Creation of committee structures to facilitate budget approval and monitoring

Future Plans

Following the transition to a CIO and clarification of our budget position, work will continue to develop strategic medium- and long-term plans for the GDBE, which enables us to fulfil the expectations of the LIFE Together Vision in the education context, while continuing to ensure full delivery of the legal requirements of the DBE Measure. This will enable us to support our Church schools through what we anticipate will be a critical period for their flourishing in the current national policy and financial landscape, while safeguarding the long-term ability of the GDBE to support its Church schools in accordance with their foundations.

The development of the MAT landscape in the diocese is a critical period for the continued flourishing of Church schools. A key priority for the GDBE is therefore to be an active voice in shaping that landscape to ensure the long-term flourishing of its Church schools. Decisions made by schools, and by the GDBE on their behalf through the conditional consent process, and the establishment of ways of working with MATs and other local partners, in a mixed landscape of maintained and academised schools, are critical turning points. A key focus of our current and medium-term work will be to provide advice, guidance and support to schools with this decision-making and with smooth transitions into suitable MATs.

Meanwhile there is a need to continue to provide ongoing support for all our Church schools in relation to the areas covered by the DBE Measure, including governance, RE, collective worship and buildings. We continue to develop and refine of income generation structures that will enable us to continue to provide the level of highly valued support available to our schools, including the use of an online platform to enable efficient and cost-effective access to our support for all our schools.

We also recognise the importance of strong leadership and governance to enable the flourishing of schools and ensure the impact of our support and advice. Therefore, a key aspect of our work will be to support recruitment of headteachers and provide training for leaders and governors in their roles.

Structure, Governance and Management

The GDBE was registered with the Charity Commission on 27 May 2022 in response to the Diocesan Boards of Education Measure 2021 and is a charitable incorporated organisation (CIO). The Gloucester Diocesan Board of Education Scheme dated 13 July 2022 came into operation on 1 September 2022. Those persons who are normally referred to as members of the Board of Education are trustees in charity law.

The GDBE became the sole trustee of the Voluntary Schools Fund and the Bishop Headlam Fund on 4 July 2023. The GDBE has taken advantage of the exemption for groups with income of less than £1 million not to prepare

Trustees' Report

for the year ended 31 December 2024

Structure, Governance and Management (continued)

group accounts.

Organisation

The Board of Education, as defined in statute, has overall control of the activities of the CIO. This operates with three committees:

- Standards and Ethos Committee
- Finance, Audit and Resources Committee
- Academisation Committee

Trustees and Method of Appointment

The trustees of the GDBE are:

- (a) The Bishop
- (b) One trustee appointed by the Bishop
- (c) 8 trustees elected by the Diocesan Synod, and
- (d) At least 4 and up to 5 trustees co-opted by the GDBE.

When recruiting new trustees, consideration is given to the skills and experience of existing trustees in order to ensure a sufficiently wide range of skills is in place to enable furtherance of the CIO's objects. Induction and training are given to new trustees and are ongoing for existing trustees. The term of each elected trustee may last no longer than three years. A trustee may serve no more than three consecutive terms of office without a break of at least one year.

Induction and Training

New trustees shall undergo a comprehensive period of orientation and induction with the Chair of Trustees, Diocesan Director of Education and other members of the board to brief them on their legal obligations under charity and company law; role and responsibilities; and vision, strategy and support as well as an overview of how the GDBE fits in with the other entities within the Diocese.

Organisational Structure and Decision-Making

The Board of Education administers the charity and also has a service level agreement with the Gloucester Diocesan Board of Finance for services connected with financial and human resources.

A Diocesan Director of Education is appointed by the trustees to manage the day-to-day operations of the charity. Key personnel of the GDBE are:

Jane Borgeaud Diocesan Director of Education

Remuneration of Key Management Personnel

The board is responsible for setting the pay for the key members of staff and any annual increments are agreed by the Chair of the board.

Custodian Trustee

The CIO is the custodian trustee for all voluntary aided Church of England schools in the benefice area (Diocese of Gloucester) except in cases where it is the actual trustee either by right of the trustee document or following an order under S86 of the 1944 Education Act. Under the 2021 Diocesan Boards of Education Measure, governors are required to consult the board and seek written permission to do any work on their school buildings which involves governor liability. The board's main objective is to support Christian education and governors in the maintenance and development of school buildings.

Trustees' Report

for the year ended 31 December 2024

Trustees' Responsibilities in Respect of the Financial Statements

The trustees are responsible for preparing the trustees' report and financial statements in accordance with applicable law and United Kingdom Accounting Standards including Financial Reporting Standard 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

The law applicable to charities in England and 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 the income and expenditure for that period. In preparing those financial statements the trustees are required to:

- Select suitable accounting policies and then apply them consistently;
- Observe the methods and principles in the Charities SORP;
- Make judgements and estimates that are reasonable and prudent;
- State whether applicable United Kingdom Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements; and
- Prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in operation.

The trustees are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the charity and which 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/constitution. The trustees 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.

The trustees are responsible for the maintenance and integrity of the corporate and financial information included on the board's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

The trustees' report, incorporating the strategic report, was approved by the board of trustees on

30 / 9 2025



The Right Reverend Robert Springett
Chair, Gloucester Diocesan Board of Education

Independent Auditors' Report

To the Trustees of Gloucester Diocesan Board of Education incorporating Bishop Headlam Fund and Voluntary Schools Fund

Opinion

We have audited the financial statements of the Gloucester Diocesan Board of Education for the year ended 31 December 2024 which comprise the Statement of Financial Activities, the Balance Sheet and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- give a true and fair view of the state of the charity's affairs as at 31 December 2024 and of the charity's net movement in funds for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice;
- have been prepared in accordance with the requirements of the Charities Act 2011.

Basis for opinion

We have been appointed as auditor under section 144 of the Charities Act 2011 and report in accordance with the Act and relevant regulations made or having effect thereunder. We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the charity in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the group's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the trustees with respect to going concern are described in the relevant sections of this report.

Other information

The trustees are responsible for the other information. The other information comprises the information included in the Trustees' Annual Report. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements, or our knowledge obtained in the audit or otherwise appears to be materially misstated.

Independent Auditors' Report

To the Trustees of Gloucester Diocesan Board of Education incorporating Bishop Headlam Fund and Voluntary Schools Fund

If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

Matters on which we are required to report by exception

We have nothing to report in respect of the following matters in relation to which the Charities (Accounts and Reports) Regulations 2008 require us to report to you if, in our opinion:

- adequate accounting records have not been kept by the charity; or
- sufficient accounting records have not been kept; or
- the charity financial statements are not in agreement with the accounting records and returns; or
- we have not received all the information and explanations we require for our audit.

Responsibilities of trustees for the financial statements

As explained more fully in the trustees' responsibilities statement set out on page 10, the trustees are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the charity's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate charity or to cease operations, or have no realistic alternative but to do so.

Auditors' responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an Auditors' report that includes our opinion. Reasonable assurance is a high level of assurance but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud.

Based on our understanding of the charity and the environment in which it operates, we identified that the principal risks of non-compliance with laws and regulations related to the regulatory requirements of the Charity Commission, and we considered the extent to which non-compliance might have a material effect on the financial statements. We also considered those laws and regulations that have a direct impact on the preparation of the financial statements such as the Charities Act.

Independent Auditors' Report

To the Trustees of Gloucester Diocesan Board of Education incorporating Bishop Headlam Fund and Voluntary Schools Fund

We evaluated management's incentives and opportunities for fraudulent manipulation of the financial statements (including the risk of override of controls) and determined that the principal risks were related to fund accounting, including transfers between funds, and revenue recognition.

Audit procedures performed by the engagement team included:

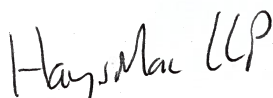
- Inspecting correspondence with regulators and tax authorities;
- Discussions with management including consideration of known or suspected instances of non-compliance with laws and regulation and fraud;
- Evaluating management's controls designed to prevent and detect irregularities;
- Identifying and testing journals;
- Challenging assumptions and judgements made by management in their critical accounting estimates;
- Testing transfers between funds; and
- Cut-off testing in respect of revenue.

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. This risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance. The risk is also greater regarding irregularities occurring due to fraud rather than error, as fraud involves intentional concealment, forgery, collusion, omission or misrepresentation.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at: www.frc.org.uk/auditorsresponsibilities. This description forms part of our Auditors' report.

Use of our report

This report is made solely to the charity's trustee, as a body, in accordance with section 144 of the Charities Act 2011 and regulations made under section 154 of that Act. Our audit work has been undertaken so that we might state to the charity's trustee those matters we are required to state to them in an Auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charity's trustee as a body for our audit work, for this report, or for the opinions we have formed.



HaysMac LLP
Statutory Auditors

10 Queen Street Place
London
EC4R 1AG

13 October
..... 2025

HaysMac LLP is eligible to act as an auditor in terms of section 1212 of the Companies Act 2006

Statement of Financial Activities

for the year ended 31 December 2024

Income & endowments from	Notes	Unrestricted funds £	Restricted funds £	Total 2024 £	Total 2023 £
Donations and grants	2	173,050	5,702	178,752	588,749
Charitable activities	3	21,169	69,002	90,171	22,711
Investments	4	-	243,970	243,970	-
Other income	5	10,100	-	10,100	-
Total		204,319	318,674	522,993	611,460
Expenditure on					
Charitable activities	6-7	535,436	202,288	737,724	630,739
Total		535,436	202,288	737,724	630,739
Net (expenditure)/income before investment gains		(331,117)	116,386	(214,731)	(19,279)
Net gains on investments		-	341,625	341,625	-
Net (expenditure)/income		(331,117)	458,011	126,894	(19,279)
<i>Introduction of linked charities funds</i>					
- Voluntary Schools Fund		-	4,577,833	4,577,833	-
- Bishop Headlam Fund		-	2,356,218	2,356,218	-
Transfers between funds	16	350,396	(350,396)	-	-
Net movement in funds		19,279	7,041,666	7,060,945	(19,279)
Total funds brought forward		(19,279)	-	(19,279)	-
Total funds carried forward		-	7,041,666	7,041,666	(19,279)

All income and expenditure for the current and prior year are derived from continuing operations. All gains and losses arising in the year and in the preceding year are included above.

Full comparatives for the year to 31 December 2023 are shown in note 18.

The notes on pages 16 to 32 form part of these financial statements.

Balance Sheet

as at 31 December 2024

	Notes	2024 £	2023 £
Tangible assets	10	274,755	-
Investments	11	6,653,825	-
Fixed Assets		6,928,580	-
Debtors: amounts falling due within one year	12	72,582	266,762
Cash at bank and in hand		1,271,248	-
Current Assets		1,343,830	266,762
Creditors: amounts falling due within one year	13	(1,230,744)	(286,041)
<i>Net Current Assets/(Liabilities)</i> <i>(Current assets less creditors <1 year)</i>		113,086	(19,279)
Total Assets less current liabilities		7,041,666	(19,279)
Restricted funds	16	7,041,666	-
Unrestricted funds	16	-	(19,279)
Reserves		7,041,666	(19,279)

Approved by the Board of Trustees on 30/9/..... 2025 and signed on its behalf by



The Right Reverend Robert Springett
Chair, Gloucester Diocesan Board of Education

Charity number: 1199117

The notes on pages 16 to 32 form part of these financial statements.

Notes to the Financial Statements

for the year ended 31 December 2024

Note 1

Accounting Policies

The principal accounting policies adopted in the preparation of the financial statements are set out below. They have been applied consistently during the period and in the preceding period.

Basis of Preparation

These financial statements are prepared on a going concern basis, under the historical cost convention, as modified by the revaluation of investments and fixed asset land & buildings being measured at fair value through income and expenditure within the Statement of Financial Activities. The financial statements have been prepared in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (2nd Edition, effective 1 January 2019).

The Charity and its linked entities ('The Charity') are public benefit entities for the purposes of FRS 102 and, therefore, the Charity also prepared its financial statements in accordance with the 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 (The FRS 102 Charities SORP including update Bulletin 2) and the Charities Act 2011.

The financial statements are prepared in sterling, which is the functional currency of the charity. Monetary amounts in these financial statements are rounded to the nearest pound.

The Gloucester Diocesan Board of Education (GDBE) has taken advantage of the disclosure exemptions permitted by the Charities SORP FRS 102 to not prepare a statement of cash flows.

The principal accounting policies adopted in the preparation of the financial statements are set out below.

Income

All income is included in the Statement of Financial Activities when all of the following criteria are met:

- Entitlement - control over the rights or other access to economic benefit has passed to the Charity.
- Probable - it is more likely than not that the economic benefits associated with the transaction or gift will flow to the Charity.
- Measurement - the monetary value or amount of the income can be measured reliably and the costs incurred for the transaction and the costs to complete the transaction can be measured reliably.

Grant from Gloucester Diocesan Board of Finance

The annual grant is agreed in advance by the GDBF as approved by the Diocesan Synod. A grant of service is provided in addition to cash for the provision of finance and other services.

Expenditure

Liabilities and constructive obligations are recognised in the Statement of Financial Activities in the year in which approval is given by the trustees regardless of the due dates for payment. All charitable activities expenditure relates to grants awarded and there are no directly undertaken activities.

Notes to the Financial Statements

for the year ended 31 December 2024

Note 1

Accounting Policies (continued)

Expenditure (continued)

Exemptions to this are as follows:

- Commitments which are dependent upon explicit conditions being met by the recipient are treated as contingent liabilities where those conditions have not yet been met.
- Support costs have been allocated to funds on the basis of the time spent during the period.

Going Concern

The trustees consider there are no material uncertainties about the charity's ability to continue as a going concern. The review of its financial position, levels of reserves and future plans give the trustees confidence the charity remains a going concern for a period in excess of 12 months from the date of approval of these accounts. This review has included an assessment of cash flow forecasts.

Depreciation

Depreciation has not been provided on properties classified as tangible fixed assets. The trustees consider that their remaining useful life is so long, and their residual value remains so high, that any depreciation would not be material. No depreciation is provided on land. Solar panels are amortised on a straight-line basis over 25 years.

Tangible Fixed Assets

Tangible fixed assets with a useful life of over one year and costing £1,000 or more are capitalised and recognised when future economic benefits are probable and the cost or value of the asset can be measured reliably. Land and properties are included in the financial statements at historical cost where they are considered sufficiently separable from the associated school. An impairment review is carried out by the trustees at each balance sheet date, and any permanent diminution in value is recognised in the current year.

Fixed Asset Investments

All investments are classified as fixed assets and are stated at valuation. Properties held as investments are stated at valuation carried out by the trustee with the assistance of an internal desktop review or independent professional advice as required. For shares in Central Board of Finance of the Church of England managed funds this is the bid price ruling at the balance sheet date. For investments listed on the stock exchange, the bid price at close of business of the last working day of the year is used. Changes in the value of investments are shown in the Statement of Financial Activities as unrealised gain and losses.

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 December 2024

Note 1

Accounting Policies (continued)

Pension Costs

The Charity's staff are members of the Church Workers Pension Fund.

The charity operates two pension provisions. Staff who were formerly employed by Gloucester Diocesan Board of Finance participate in a direct contribution scheme at the same employer's contributory rate. New employees participate in a direct contribution scheme set up by the new entity to which the employer's contribution is 10%.

Judgements and Key Sources of Estimation Uncertainty

The preparation of the financial statements requires management to make judgements, estimates and assumptions that affect the amounts reported for assets and liabilities as at the balance sheet date and assumptions that affect the amounts reported for income and expenditure during the period. However, the nature of estimation means that actual outcomes could differ from those estimates. The following judgements are considered by the trustees to have the most significant effect on amounts recognised in the financial statements.

There were no significant areas of uncertainty that would affect the carrying value of assets held by the Charity.

Debtors

Trade and other debtors are recognised at the settlement amount due. Prepayments are valued at the amount prepaid.

Creditors

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

Notes to the Financial Statements

for the year ended 31 December 2024

Note 2

Donations and Grants

	Unrestricted	Restricted	Total 2024	Total 2023
	£	£	£	£
Diocesan Board of Finance grant	123,050	-	123,050	115,445
Voluntary Schools Fund grant	-	-	-	418,304
St Matthias Trust grant	50,000	-	50,000	55,000
Sylvanus Lysons grant	-	5,600	5,600	-
Other donations	-	102	102	-
Grants and donations	173,050	5,702	178,752	588,749

Note 3

Charitable Activities

	Unrestricted	Restricted	Total 2024	Total 2023
	£	£	£	£
Rents receivable	-	69,002	69,002	-
Training and courses	21,169	-	21,169	22,711
Total	21,169	69,002	90,171	22,711

Note 4

Investments

	2024	2023
	£	£
Income from fixed asset investments	222,066	-
Solar panel income	21,904	-
Investments	243,970	-

All investment income in 2024 relates to restricted funds.

Notes to the Financial Statements

for the year ended 31 December 2024

Note 5			
Other Income		2024	2023
		£	£
Employment allowance		10,000	-
Miscellaneous income		100	-
Other		10,100	-

All other income in 2024 relates to unrestricted funds.

Note 6				
Charitable Activities	<i>Unrestricted</i>	<i>Restricted</i>	2024	2023
	£	£	£	£
School and governor support	412,533	5,600	418,133	512,717
School buildings support	122,903	-	122,903	118,022
Charitable activities of Bishop Headlam Fund	-	3,000	3,000	-
Charitable activities of Voluntary Schools Fund	-	193,688	193,688	-
	535,436	202,288	737,724	630,739

Notes to the Financial Statements

for the year ended 31 December 2024

Note 6 (continued)

Charitable Activities

Comparative analysis for 2023

	Unrestricted	Restricted	2023
	£	£	£
School and governor support	512,717	-	512,717
School buildings support	118,022	-	118,022
Charitable activities of Bishop Headlam Fund	-	-	-
Charitable activities of Voluntary Schools Fund	-	-	-
Total	630,739	-	630,739

Note 7

Analysis of Support Costs

	Unrestricted	Restricted	2024	2023
	£	£	£	£
Central administration	510,179	196,414	706,593	600,697
Governance:				
Audit and/or independent examination fee	13,920	5,874	19,794	19,000
Professional fees	11,337	-	11,337	11,042
Total	535,436	202,288	737,724	630,739

Analysis of Support Costs

Comparative analysis for 2023

	Unrestricted	Restricted	2023
	£	£	£
Central administration	600,697	-	600,697
Governance:			
Audit and/or independent examination fee	19,000	-	19,000
Professional fees	11,042	-	11,042
Total	630,739	-	630,739

Notes to the Financial Statements

for the year ended 31 December 2024

Note 8		
Net movement in funds is stated after charging:	2024	2023
	£	£
Amortisation	8,715	-
Impairment of fixed assets	182,575	-
Auditors' remuneration - audit and/or independent examination fee	19,794	19,000

Note 9		
Staff Costs		
	2024	2023
<i>Costs of employees</i>	£	£
Salaries	363,360	365,841
Redundancy and termination payments	-	42,167
Social security costs	40,102	40,763
Pension costs	59,603	65,276
Total	463,065	514,047

The number of employees whose emoluments exceeded £60,000 were as follows:

	2024	2023
	No.	No.
Employees earning between £70,001 and £80,000	1	-
Employees earning between £100,001 and £110,000	-	1

	2024	2023
	No.	No.
The average number of employees was:	8	9

The employer's pension contribution for staff earning over £60,000 was £7,500 (2023: £10,610).

The Charity considers its key management personnel comprises the trustees and the Director of Education. The total employment benefits including pension contributions of the key management personnel were £91,595 (2023: £153,421) for the year.

Notes to the Financial Statements

for the year ended 31 December 2024

Note 9

Staff Costs (continued)

No trustee received any remuneration for services as a trustee. the trustees received travelling and out of pocket expenses, totalling £178 (2023 - £166).

Note 10	<i>Freehold Property</i>	<i>Solar Panels</i>	Total
Tangible Fixed Assets			
<i>Cost or valuation:</i>	£	£	£
At 1 January 2024	-	-	-
Introduction of VSF property	351,575	-	351,575
Transfers	-	217,872	217,872
At 31 December 2024	351,575	217,872	569,447
<i>Depreciation and impairments:</i>			
At 1 January 2024	-	-	-
Impairment	182,575	-	182,575
Transfers	-	112,117	112,117
At 31 December 2024	182,575	112,117	294,692
<i>Net book value:</i>			
At 1 January 2024	-	-	-
At 31 December 2024	169,000	105,755	274,755

Within the freehold property of VSF are various school houses, originally built to house teachers at the associated school. An impairment review has been undertaken with the assistance of a RICS qualified expert. For teachers' houses which are an integral part of a functioning school, it is considered that there would only be a recoverable amount if the school itself were to be permanently closed. Such an event is considered to be unlikely and therefore an impairment loss has been recognised during the year to reduce the carrying value of such assets to £nil.

Depreciation has not been provided on the remaining freehold property, which is considered to be sufficiently separable from the associated school. The trustees consider that the cost included in the accounts represents the residual value of such property and, therefore, no depreciation charge has been provided.

The historic cost and accumulated depreciation as at 31 December 2024 in respect of solar panels have been transferred in from fixed asset investments to reflect better the nature of the asset in VSF.

Notes to the Financial Statements

for the year ended 31 December 2024

Note 11					
Fixed Asset Investments	<i>Solar panels</i>	<i>Investment properties</i>	<i>Other investm'ts</i>	2024	2023
	£	£	£	£	£
Introduction of VSF and BHF investments	114,470	198,640	6,789,782	7,102,892	-
Additions	-	-	58,750	58,750	-
Disposals	-	-	(703,835)	(703,835)	-
Amortisation	(8,715)	-	-	(8,715)	-
Transfers	(105,755)	-	-	(105,755)	-
Unrealised investment gains	-	171,360	139,128	310,488	-
Market value at 31 December 2024	-	370,000	6,283,825	6,653,825	-
<i>Historic cost at 31 December 2024</i>	-	<i>115,515</i>	<i>2,467,604</i>	<i>2,583,119</i>	-
<i>Gains on investment assets</i>					
Unrealised gains (as above)	-	171,360	139,128	310,488	-
Realised gains	-	-	31,137	31,137	-
Total investment gains	-	171,360	170,265	341,625	-

The investment properties of VSF have been revalued during 2024 with the guidance of a RICS qualified expert resulting in an increase in valuation of £171,360.

The value as at 31 December 2024 in respect of solar panels has been transferred into tangible fixed assets to reflect better the nature of the asset.

Notes to the Financial Statements

for the year ended 31 December 2024

Note 11

Fixed Asset Investments (continued)

Investments comprise:

	2024	2023
	£	£
(i) Listed investments (equities)		
UK investments	574,342	-
Non-UK investments	3,997,770	-
Listed Investments total	4,572,112	-
(ii) Unlisted investments		
Property and other	1,607,402	-
Cash	104,311	-
Unlisted Investments total	1,711,713	-
Investments total	6,283,825	-

The allocation in (i) represents the allocation of the CCLA-managed Investment Fund at 31 December 2024.

Note 12

Debtors

	<i>Due within one year</i>	
	2024	2023
	£	£
Trade debtors	15,946	2,830
Prepayments and sundry debtors	36,491	29,267
Owing from the VSF	-	234,665
Owing from the Gloucester Diocesan Board of Finance	20,145	-
Total	72,582	266,762

Notes to the Financial Statements

for the year ended 31 December 2024

Note 13

Creditors

	<i>Due within one year</i>	
	2024	2023
	£	£
Trade creditors	2,260	1,280
Accruals and deferred income	27,523	23,595
Owed to the Gloucester Diocesan Board of Finance	-	254,112
Other creditors	1,200,961	7,054
Total	1,230,744	286,041

Note 14

Related Parties

The Gloucester Diocesan Board of Finance (GDBF) provides financial support to GDBE in the form of grants and a service level agreement. GDBF acts as a conduit in respect of VSF's solar panel income. During the year GDBF paid grants of £123,050 (2023: £115,445) to GDBE. At 31 December 2024, GDBE was owed £3,210 from GDBF (2023: GDBE owed £254,112 to GDBF). At 31 December 2024 VSF was owed £16,935 from GDBF (2023: £25,886).

From 1 January 2023 to 3 July 2023 the GDBE, Voluntary Schools Fund (VSF) and Bishop Headlam Fund (BHF) were related parties by virtue of having the same board of trustees. On 4 July 2023 VSF and BHF became wholly owned subsidiaries as the GDBE was appointed as sole trustee. On 5 March 2024 the Charity Commission approved a linking order for VSF and BHF to the GDBE. The transactions and balances for these entities for the year ended 31 December 2024 are included in these accounts. VSF's linked charity number is 1199117-1 and BHF's is 1199117-2.

Notes to the Financial Statements

for the year ended 31 December 2024

Note 15

Analysis of net assets by fund:

Summary

Funds at 31 December 2024 are represented by:

	Unrestricted	Restricted	Total
	£	£	£
Tangible fixed assets	-	274,755	274,755
Fixed asset investments	-	6,653,825	6,653,825
Debtors	28,270	44,312	72,582
Cash	3,060	1,268,188	1,271,248
Creditors	(31,330)	(1,199,414)	(1,230,744)
Total	-	7,041,666	7,041,666

Funds include the following unrealised gains on investments:

Introduction of unrealised gains of VSF and BHF	-	4,123,920	4,123,920
Net gains on revaluation in year	-	310,488	310,488
Gains on disposals	-	(468,282)	(468,282)
Transfers	-	104,580	104,580
Total	-	4,070,706	4,070,706

Notes to the Financial Statements

for the year ended 31 December 2024

Note 15 (continued)

Comparative analysis of net assets by fund:

Summary

Funds at 31 December 2023 are represented by:

	Unrestricted	Restricted	Total
	£	£	£
Tangible fixed assets	-	-	-
Fixed asset investments	-	-	-
Debtors	266,762	-	266,762
Creditors	(286,041)	-	(286,041)
Total	(19,279)	-	(19,279)

Note 16

Funds

	Balance at 1 Jan 2024 £	Income £	Expenditure £	Net gains/(losses) on assets £	Transfers £	Balance at 31 Dec 24 £
<i>Unrestricted Fund</i>						
GDBE Unrestricted	(19,279)	204,319	(535,436)	-	350,396	-
Total Unrestricted Fund	(19,279)	204,319	(535,436)	-	350,396	-

Notes to the Financial Statements

for the year ended 31 December 2024

Note 16 Funds (continued)	<i>Introduction of VSF and BHF</i>	<i>Income</i>	<i>Expenditure</i>	<i>Net gains/(losses) on assets</i>	<i>Transfers</i>	Balance at 31 Dec 24
	£	£	£	£	£	£
<i>Restricted Fund</i>						
GDBE Restricted <i>School leavers' services</i>	-	5,600	(5,600)	-	-	-
GDBE Restricted <i>Environmental income</i>	-	102	-	-	-	102
BHF Restricted <i>Capital</i>	2,350,394	-	-	56,789	(1,000,000)	1,407,183
BHF Restricted <i>Income</i>	5,824	76,186	(3,000)	-	862,088	941,098
VSF Restricted <i>Capital</i>	4,553,949	21,904	(191,290)	284,836	-	4,669,399
VSF Restricted <i>Income</i>	23,884	214,882	(2,398)	-	(212,484)	23,884
Total Restricted Funds at 31 Dec 2024	6,934,051	318,674	(202,288)	341,625	(350,396)	7,041,666

The restricted funds in the GDBE arose from a grant application for holding crosses for school leavers' services (£5,600) and environmental donations from employees (£102).

The BHF Restricted Capital Fund originated from an appeal launched by Bishop Headlam in 1937 to build new secondary schools. The purposes to which it may be applied were widened by two Charity Commission schemes, the most recent of which was in 2010 which aligned it to the purposes of VSF. The BHF Restricted Capital Fund can be spent on the erection, improvement and maintenance of relevant schools and teachers' houses. The Charity Commission approved the transfer of £1,000,000 from the BHF Restricted Capital Fund to the BHF Restricted Income Fund in 2024. £64,726 of the £1,000,000 was transferred to the GDBE unrestricted fund.

The BHF Restricted Income Fund can be spent on the erection, improvement and maintenance of relevant schools and teachers' houses and the provision of advice and guidance, inspection services and employment of staff to administer the fund.

The Voluntary Schools Fund is a uniform statutory trust for educational purposes established under the Education Act 1993 and represents the consolidation of educational trusts relating to closed Church schools in the Diocese of Gloucester. The purposes to which the VSF Restricted Capital Fund and VSF Restricted Income Fund may be applied are set out in schedule 17 of the Education Act 1993. These are broadly as follows:

Notes to the Financial Statements

for the year ended 31 December 2024

Note 16 Funds (continued)

VSF Restricted Capital Fund: erection, improvement and maintenance of relevant schools and teachers' houses.

VSF Restricted Income Fund: erection, improvement and maintenance of relevant schools and teachers' houses and the provision of advice and guidance, inspection services and employment of staff to administer the fund.

During the year £212,484 (2023: £418,304) was transferred from the VSF Restricted Income Fund to the GDBE Unrestricted Fund and £137,912 (2023: £nil) was transferred from the BHF Restricted Income Fund to the GDBE Unrestricted Fund.

<i>Comparative funds</i>	<i>Balance at 1 Jan 2023</i>	<i>Income</i>	<i>Expenditure</i>	<i>Net gains/(losses) on assets</i>	<i>Transfers</i>	<i>Balance at 31 Dec 23</i>
	£	£	£	£	£	£
Unrestricted Fund						
GDBE Unrestricted	-	611,460	(630,739)	-	-	(19,279)
Total Funds at 31 Dec 2023	-	611,460	(630,739)	-	-	(19,279)

Note 17

Pensions

The Gloucester Diocesan Board of Education participates in the Pension Builder Scheme section (PBS) of the Church Workers Pension Fund (CWPF) for eligible salaried employees. CWPF is administered by the Church of England Pensions Board, which holds the CWPF assets separately from those of the Employer and other participating employers.

Notes to the Financial Statements

for the year ended 31 December 2024

Note 17 (continued)

Pensions

CWPF has two sections:

1. the Defined Benefits Scheme
2. the Pension Builder Scheme, which has two subsections;
 - a. a deferred annuity section known as Pension Builder Classic, and
 - b. a cash balance section known as Pension Builder 2014.

Pension Builder Scheme

Both sections are classed as defined benefit schemes.

Pension Builder Classic provides a pension, accumulated from contributions paid and converted into a deferred annuity during employment based on terms set and reviewed by the Church of England Pensions Board from time to time. Discretionary increases may also be added, depending on investment returns and other factors.

Pension Builder 2014 is a cash balance scheme that provides a lump sum which members use to provide benefits at retirement. Pension contributions are recorded in an account for each member. Discretionary bonuses may be added before retirement, depending on investment returns and other factors. The account, plus any bonuses declared is payable, unreduced, from age 65.

There is no sub-division of assets between employers in each section of the Pension Builder Scheme.

The scheme is considered to be a multi-employer scheme as described in Section 28 of FRS 102. This is because it is not possible to attribute the Pension Builder Scheme's assets and liabilities to specific employers and means that contributions are accounted for as if the Scheme were a defined contribution scheme. The pensions costs charged to the SoFA in the year are the contributions payable (2024: £59,603, 2023: £65,276).

A valuation of the Pension Builder Scheme is carried out once every three years. The most recent valuation was carried out as at 31 December 2022.

For the Pension Builder Classic section, the valuation revealed a surplus of £34.8m on the ongoing assumptions used. At the most recent annual review effective 1 January 2025, the Board chose to grant a discretionary bonus of 6.7% to both pensions not yet in payment and pensions in payment in respect of service prior to April 1997; and a bonus on pensions in payment in respect of post-April 2006 service so that the pension increase was 2.7% (where usually it would be calculated based on inflation up to 2.5%). This followed improvements in the funding position over 2024. There is no requirement for deficit payments at the current time.

The next valuation is due as at 31 December 2025.

For the Pension Builder 2014 section, the valuation revealed a surplus of £8.5m on the ongoing assumptions used. There is no requirement for deficit payments at the current time.

The legal structure of the scheme is such that if another employer fails, Gloucester DBE could become responsible for paying a share of that employer's pension liabilities.

Notes to the Financial Statements

for the year ended 31 December 2024

Note 18

Prior Year Comparative SoFA

	Unrestricted funds	Restricted funds	Total 2023
Income & endowments from	£	£	£
Donations and grants	588,749	-	588,749
Charitable activities	22,711	-	22,711
Total	611,460	-	611,460
Expenditure on			
Charitable activities	630,739	-	630,739
Total Expenditure	630,739	-	630,739
Net expenditure	(19,279)	-	(19,279)
<i>Total funds brought forward</i>	-	-	-
Total funds carried forward	(19,279)	-	(19,279)

GLOUCESTER DIOCESAN BOARD OF EDUCATION

England & Wales - Charity number 1199117

Accounts

Gloucester Diocesan Board of Education

Report and Financial Statements

For the year ended
31 December 2023

Registered Charity Number: 1199117

Gloucester Diocesan Board of Education
Report and Financial Statements
For the year ended 31 December 2023

Contents	Page
Report of the Trustees	3
Reference and Administrative Details	9
Statement of Trustees' Responsibilities	10
Auditor's Report	11
Statement of Financial Activities	14
Balance Sheet	15
Notes to the Financial Statements	16

Trustees' report

The trustees present their report and financial statements for the year ended 31 December 2023 and confirm the financial statements comply with current statutory requirements, the charity's governing document, the Statement of Recommended Practice: Accounting and Reporting by Charities (Charities SORP (FRS 102)) and the Financial Reporting Standard 102 applicable in the United Kingdom and Republic of Ireland (UK Generally Accepted Practice) and the Charities Act 2011.

Objects, Strategies and Activities

The objects of the charitable incorporated organisation (CIO) are to advance or assist in the advancement of education consistent with the faith and practice of the Church of England for the public benefit in the Diocese, in particular by carrying out the functions of the Diocesan Board of Education for the Diocese under the provisions of the Diocesan Boards of Education Measure 2021 ('the Measure').

The Gloucester Diocesan Board of Education (GDBE) seeks, as required by the Measure, to:

- a) promote or assist in the promotion of education in the Diocese that is consistent with the faith and
- b) practice of the Church of England;
- c) promote or assist in the promotion of religious education and religious worship in schools in the Diocese;
- d) promote or assist in the promotion of church schools in the Diocese;
- e) promote co-operation between itself and other persons concerned with education in the Diocese.

The GDBE does this in accordance with the LIFE Together Vision of the Diocese.

With high aspiration for excellence, we are passionate for all within our family of schools to experience God's love in a culture of care, dignity and hope.

In accordance with the Measure, the Diocesan Director of Education, DDE, who leads a team of Principal Advisors and administrators who fulfil the objects of the CIO and requirements of the Measure. These staff members are employed by GDBE. Principal advisors and DDE have specific areas of responsibility related to Christian character; Statutory Inspection of Anglican and Methodist Schools (SIAMS) Religious Education (RE); collective worship; courageous advocacy; relationships, sex and health education (RSHE); wellbeing; governance; buildings; admissions; and trusts.

The GDBE has established trustee committees to monitor the wellbeing and progress of the schools through the work of the Education Team

Standards and Ethos Committee – to maintain strong oversight of the educational standards and Christian character within all Church of England schools and academies driven by the GDBE Vision.

Finance, Audit and Resources Committee – to maintain oversight of financial and audit related matters, and of the charity risk register; to maintain a strong oversight of the land, buildings and trusts for which the GDBE has responsibility, and to make recommendations to the full board in this regard in order to support the Christian education of the pupils in our schools.

Academisation Committee – to receive and consider applications from Church of England schools in the Diocese for conditional consent to convert to an academy trust and/or to join a multi-academy trust and to make consequent recommendations to the full board.

A further temporary Executive Committee was in operation during 2023 with a specific function of overseeing the transition to CIO status. This has subsequently been disbanded by the GDBE when its function had been concluded.

The full board meets four times a year, with extraordinary meetings as required. Committees meet at least three times a year depending on remit and need.

In addition to the committees there is a Foundation Governor Appointment Panel who undertake the delegated responsibility regarding the appointment of foundation governors/trustees.

Schools

The GDBE has oversight of 116 Church of England schools in the Diocese, one of which is a secondary academy and the remainder primary (including infant and junior) schools. The Diocese of Gloucester family of schools spans two local authorities (Gloucestershire and South Gloucestershire). There are a variety of schools across the Diocese, including small rural primary schools with mixed-age classes, large city schools, schools with attached nursery provision and wrap-around care, as well as All Saints' Academy (secondary). 75 schools are maintained by the local authorities and are designated either voluntary aided or voluntary controlled. Some of these schools have entered into formal federation arrangements. The remaining schools are part of multi-academy trusts. The multi-academy trusts currently containing GDBE schools are the Diocesan MAT: the Diocese of Gloucester Academies Trust (DGAT), Corinium Education Trust (CET), North Cotswolds Federation Multi-Academy Trust (NCS MATF), Primary QuEST (PQ), and the Severn Federation Academy Trust (SFAT).

Key Priority Foci in 2023

Annual priorities are set by academic year, and therefore the financial period with which this report is concerned bridges two academic years. Key foci for the period covered by this report have been:

- Support for the development of the MAT landscape in the Diocese and for schools seeking to find a good home within a MAT that will uphold and continue to develop their distinctively Christian flourishing
- Supporting schools to understand the 2023 SIAMS inspection framework and its implications for their development, including the provision of training and regular cycles of monitoring and support visits between inspections
- The establishment and development of the new CIO including transition arrangements, with particular reference to HR and finance
- Developing medium-term and longer-term strategic planning for the GDBE as a CIO
- Developing vision, leadership and governance within our Church schools, including provision of pastoral support for leaders and governors
- Supporting and facilitating Carbon-Net Zero strategy and action
- Support for RE, Collective Worship and Courageous Advocacy
- Developing strategy for future income generation in a changing education and financial landscape

Achievements and Performance

The GDBE was established as a Charitable Incorporated Organisation (CIO), with clear governance and committee structures. A new Diocesan Director of Education has been appointed, starting in September 2023, with a clear mandate for strategic development of the work of the GDBE.

The GDBE has been active in the securing of good homes for Church schools within the MAT landscape, working closely with local authority partners, the Regional Director for the DfE and multi-academy trusts. The Education Team have provided appropriate advice and guidance to governors to ensure that due diligence is followed in decisions around academisation and federation. The Academisation Committee has ensured the robust enactment of conditional consent processes to ensure that conditional consent is appropriately considered and decisions made in the best interests of the current- and long-term distinctively Christian flourishing of Church schools in accordance with the Memorandum of Understanding between the DfE and National Society.

The Finance, Audit and Resources Committee has considered with care the distribution of the SCA grant to schools, taking into account their safeguarding, health and safety, and urgent needs, and has continued to follow up, with advice from the solicitors, several issues pertaining to trusts, buildings and land in order to make recommendations to the full board. Although the responsibility rests with the GDBE, the accounting is carried out by VSF.

Public Benefit Statement

The Board exists under the Diocesan Board of Education Measure (2021) ' The Measure sets out the core purpose of the Board of Education, which is to:

- promote or assist in the promotion of education in the diocese that is consistent with the faith and practice of the Church of England,
- promote or assist in the promotion of religious education and religious worship in schools in the diocese.
- promote co-operation between itself and other persons concerned with education in the diocese. The trustees confirm that they have complied with the duty in Section 17(5) of the Charities Act 2011 to have due regard to the Charity Commissioner's general guidance on public benefit in exercising their powers or duties. They have carefully referred to this guidance when reviewing the board's aims and objectives and when planning its future activities, acting in accordance with the Church of England's Vision for Education for the common good of the whole human community and its environment: hospitable to diversity, respecting freedom of religion and belief, encouraging all to contribute from the depths of their own traditions and understandings, inviting collaborations, alliances and negotiation of differences in order to serve the flourishing of a healthily plural society and democracy.

Financial Review

Principal Funding Sources

There is an annual grant agreed in advance by the Gloucester Diocesan Board of Finance (GDBF) as agreed by the Diocesan Synod. A grant of service is provided in addition to cash for the provision of finance.

Financial Performance

The charitable incorporated organisation will employ staff to support schools in their maintenance and building projects.

Additional school support is provided by staff for the development and delivery of religious education and collective worship. This may be in the form of staff directly supporting the school or running training courses and events for the schools.

Balance Sheet Position

Net liabilities at 31 December 2023 are £(19,279) (2022: £nil). The GDBF has agreed an annual grant of £123,050 for 2024 (2023: £115,445) to assist with the ongoing costs of the charity. The GDBF has awarded a grant of £500,000 to the GDBE which is potentially repayable dependent upon the release of funds from the Bishop Headlam Fund.

Reserves Policy

Having considered financial risk, liquidity requirement and the timing of cash flows throughout the year, the board's policy is to aim to hold reserves equivalent to three months' budgeted unrestricted expenditure for the year. At the year end, the GDBE had deficit reserves, and the board is working on a strategy to start building these reserves. Phase I involves applying to the Charity Commission to alter the objectives of the Bishop Headlam Fund (BHF) to enable this to support the ongoing costs of the GDBE.

Going Concern

The board recognises the risk of financial viability and this is reflected in the actions taken by the Board. The GDBF has agreed an annual grant for the next two years, with an expected ongoing commitment. The Voluntary Schools Fund (VSF) also pays an ongoing grant to cover expenses. Other income sources are being explored by the board.

Accordingly, the trustees have a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future and do not believe that there are any material uncertainties as to the going concern of the charity. Therefore, the trustees are content that the charity continues to adopt the going concern basis of accounting in preparing the annual accounts.

Risk Management

The trustees are responsible for the identification, mitigation and management of risk. The GDBE maintains a risk register to identify and support the mitigation of risks, via implementation of a management and mitigation strategy. This will be reviewed by trustees annually, with the responsibility for risk management delegated to the Finance, Audit and Resources Committee, where it is a standing item on each meeting agenda.

Principal risks and uncertainties Principal Risks and Uncertainties

The risks identified as most significant for the period of this report, and their mitigation strategies, are identified below:

- 1) Lack of clarity of responsibility for financial management, policies and procedures, including lack of commercial banking arrangements leading to material errors in administration

Mitigation strategies:

- Close liaison with the Diocesan Board of Finance to support transition to CIO status
- Agreement of new processes and procedures for financial transactions, budget-setting and monitoring
- Service level agreement with Diocesan Board of Finance

- 2) Loss of corporate memory due to staff and trustee turnover leading to inefficient practices, or decisions made without understanding of consequences

Mitigation strategies:

- Skills audit of trustees and provision of training as identified necessary
- Support from broader GDBF and GDBE team
- Recruitment of high-quality staff

- Good quality induction processes
- To ensure accurate recording of key decisions

3) Reputational risk caused by pressure on school budgets affecting their staff turnover, viability, effectiveness and ability to find a 'good home' within a MAT landscape

Mitigation strategies:

- Close working with local authorities on debt reduction plans
- Advocacy around solutions to issues at regional and national level

Future Plans

Following the transition to a CIO, key work will be being undertaken in the next 12 months to develop the structural relationship between the GDBE and its subsidiary entities to enable more effective medium- and long-term financial planning. This will enable us to support our Church schools through what we anticipate will be a critical period for their flourishing as detailed below in relation to the multi-academy trust landscape in the region, while safeguarding the long term ability of the GDBE to support its Church schools in accordance with their foundations.

The development of the MAT landscape in the diocese is a critical period for the continued flourishing of Church schools. A key priority for the GDBE is therefore to be an active voice in shaping that landscape to ensure the long-term flourishing of its Church schools. Decisions made by schools, and by the GDBE on their behalf through the conditional consent process, and the establishment of ways of working with MATs and other local partners, in a mixed landscape of maintained and academised schools, are critical turning points. A key focus of our current and medium-term work will be to provide advice, guidance and support to schools with this decision-making and with smooth transitions into suitable MATs.

Meanwhile there is a need to continue to provide ongoing support for all our Church schools in relation to the areas covered by the DBE Measure, including governance, RE, collective worship and buildings. A key aspect of our current and future work is the development of income generation structures that will enable us to continue to provide the level of highly valued support available to our schools.

We also recognise the importance of strong leadership and governance to enable the flourishing of schools and ensure the impact of our support and advice. Therefore, a key aspect of our work will be to support recruitment of headteachers and provide training for leaders and governors in their roles.

Structure, Governance and Management

The GDBE was registered with the Charity Commission on 27 May 2022 in response to the Diocesan Boards of Education Measure 2021 and is a charitable incorporated organisation (CIO). The Gloucester Diocesan Board of Education Scheme dated 13 July 2022 came into operation on 1 September 2022. Those persons who are normally referred to as members of the Board of Education are trustees in charity law.

The GDBE became the sole trustee of the Voluntary Schools Fund and the Bishop Headlam Fund on 4 July 2023. The GDBE has taken advantage of the exemption for groups with income of less than £1 million not to prepare group accounts.

Organisation

The Board of Education, as defined in statute, has overall control of the activities of the CIO. This operates with four committees:

- Executive Committee, comprising the Chair of the board and the Chairs of the other committees.
- Standards and Ethos Committee
- Finance, Audit and Resources Committees

- Academisation Committee

Trustees and Method of Appointment

The trustees of the GDBE are:

- (a) The Bishop
- (b) One trustee appointed by the Bishop
- (c) 8 trustees elected by the Diocesan Synod, and
- (d) At least 4 and up to 5 trustees co-opted by the GDBE.

When recruiting new trustees, consideration is given to the skills and experience of existing trustees in order to ensure a sufficiently wide range of skills is in place to enable furtherance of the CIO's objects. Induction and training are given to new trustees and are ongoing for existing trustees. The term of each elected trustee may last no longer than three years. A trustee may serve no more than three consecutive terms of office without a break of at least one year.

Induction and Training

New trustees undergo a comprehensive period of orientation and induction with the Chair of trustees, Diocesan Director of Education and other members of the board to brief them on their legal obligations under charity and company law; role and responsibilities; and vision, strategy and support as well as an overview of how the GDBE fits in with the other entities within the Diocese.

Organisational Structure and Decision-Making

The Board of Education administers the charity and also has a service level agreement with the Gloucester Diocesan Board of Finance for services connected with financial and human resources.

A Diocesan Director of Education is appointed by the trustees to manage the day-to-day operations of the Charity. Key personnel of the GDBE are:

Jo Hunter	Interim Diocesan Director of Education (until September 2023)
Jane Borgeaud	Diocesan Director of Education (from September 2023)

Remuneration of Key Management Personnel

The board is responsible for setting the pay for the key members of staff and any annual increments are agreed by the Chair of the board.

Custodian Trustee

The CIO is the custodian trustee for all voluntary aided Church of England schools in the Benefice area (Diocese of Gloucester) except in cases where it is the actual trustee either by right of the trustee document or following an order under S86 of the 1944 Education Act.

Under the 2021 Diocesan Boards of Education Measure, governors are required to consult the board and seek written permission to do any work on their school buildings which involves governor liability. The board's main objective is to support Christian education and governors in the maintenance and development of school buildings.

Gloucester Diocesan Board of Education
Reference and Administrative Details
For the year ended 31 December 2023

Registered Charity Number 1199117

**Registered Office and
Operational Address** 4 College Green
Gloucester
GL1 2LR

Board of Trustees

Ex-officio (as Diocesan Bishop) The Right Reverend Rachel Treweek

Diocesan Bishop's Appointment The Right Reverend Robert Springett – Chair

Elected by Diocesan Synod Dr Matthew Andrews
The Reverend Rachel Beck
Dr Joan Grills – Vice Chair
Miss Jennifer Lane (appointed 14 February 2023)
Mr Jonathon Millin
Mr Ian Moore
Mrs Susan Padfield
Mrs Bernice Webber-Brown

Co-opted Mrs Emma Mignaud
Mr Guy Phillips
The Reverend Alice Wood (co-opted 14 November 2023)

Bankers Barclays Bank plc
18 Southgate Street
Gloucester
GL1 2DH

Auditor Adam Halsey FCA DChA
On behalf of Haysmacintyre LLP
10 Queen Street Place
London
EC4R 1AG

Investment Managers CCLA Investment Management Ltd
80 Cheapside
London
EC2V 6DZ

Trustees' Responsibilities in Respect of the Financial Statements

The trustees are responsible for preparing the trustees' report and financial statements in accordance with applicable law and United Kingdom Accounting Standards including Financial Reporting Standard 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

The law applicable to charities in England and 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 the income and expenditure for that period. In preparing those financial statements the trustees are required to:

- Select suitable accounting policies and then apply them consistently;
- Observe the methods and principles in the Charities SORP;
- Make judgements and estimates that are reasonable and prudent;
- State whether applicable United Kingdom Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements; and
- Prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in operation.

The trustees are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the charity and which 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/constitution. The trustees 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.

The trustees are responsible for the maintenance and integrity of the corporate and financial information included on the board's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

The trustees' report, incorporating the strategic report, was approved by the board of trustees on 25 September 2024

+Robert Tewkesbury

The Right Reverend Robert Springett
Chair, Gloucester Diocesan Board of Education

Independent Auditor's Report To the Trustees of Gloucester Diocesan Board of Education

Opinion

We have audited the financial statements of the Gloucester Diocesan Board of Education for the year ended 31 December 2023 which comprise the Statement of Financial Activities, the Balance Sheet and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- give a true and fair view of the state of the charity's affairs as at 31 December 2023 and of the charity's net movement in funds for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice.
- have been prepared in accordance with the requirements of the Charities Act 2011.

Basis for opinion

We have been appointed as auditor under section 144 of the Charities Act 2011 and report in accordance with the Act and relevant regulations made or having effect thereunder. We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the charity in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the group's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the trustees with respect to going concern are described in the relevant sections of this report.

Other information

The trustees are responsible for the other information. The other information comprises the information included in the Trustee's Annual Report. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements, or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

Independent Auditor's Report To the Trustees of Gloucester Diocesan Board of Education

Matters on which we are required to report by exception

We have nothing to report in respect of the following matters in relation to which the Charities (Accounts and Reports) Regulations 2008 require us to report to you if, in our opinion:

- adequate accounting records have not been kept by the charity; or
- sufficient accounting records have not been kept; or
- the charity financial statements are not in agreement with the accounting records and returns; or
- we have not received all the information and explanations we require for our audit.

Responsibilities of trustees for the financial statements

As explained more fully in the trustees' responsibilities statement set out on page 10, the trustees are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the charity's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate charity or to cease operations, or have no realistic alternative but to do so.

Auditors' responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an Auditors' report that includes our opinion. Reasonable assurance is a high level of assurance but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud.

Based on our understanding of the charity and the environment in which it operates, we identified that the principal risks of non-compliance with laws and regulations related to the regulatory requirements of the Charity Commission, and we considered the extent to which non-compliance might have a material effect on the financial statements. We also considered those laws and regulations that have a direct impact on the preparation of the financial statements such as the Charities Act.

We evaluated management's incentives and opportunities for fraudulent manipulation of the financial statements (including the risk of override of controls) and determined that the principal risks were related to fund accounting, including transfers between funds, and revenue recognition.

Audit procedures performed by the engagement team included:

- Inspecting correspondence with regulators and tax authorities;
- Discussions with management including consideration of known or suspected instances of non-compliance with laws and regulation and fraud;
- Evaluating management's controls designed to prevent and detect irregularities;
- Identifying and testing journals;
- Challenging assumptions and judgements made by management in their critical accounting estimates;

Independent Auditor's Report To the Trustees of Gloucester Diocesan Board of Education

- Testing transfers between funds; and
- Cut-off testing in respect of revenue.

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. This risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance. The risk is also greater regarding irregularities occurring due to fraud rather than error, as fraud involves intentional concealment, forgery, collusion, omission or misrepresentation.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at: www.frc.org.uk/auditorsresponsibilities. This description forms part of our Auditors' report.

Use of our report

This report is made solely to the charity's trustee, as a body, in accordance with section 144 of the Charities Act 2011 and regulations made under section 154 of that Act. Our audit work has been undertaken so that we might state to the charity's trustee those matters we are required to state to them in an Auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charity's trustee as a body for our audit work, for this report, or for the opinions we have formed.



Haysmacintyre LLP
Statutory Auditors

10 Queen Street Place
London
EC4R 1AG

Date: 15 October 2024

Haysmacintyre LLP is eligible to act as an auditor in terms of section 1212 of the Companies Act 2006

Gloucester Diocesan Board of Education
Statement of Financial Activities
For the year ended 31 December 2023

	Note	2023 Unrestricted Total £	2022* Unrestricted Total £
Income and endowments from:			
Donations and grants	2	588,749	175,374
Other income	2	22,711	3,140
Total income and endowments		611,460	178,514
Expenditure:			
Charitable activities	3	630,739	178,514
Total expenditure		630,739	178,514
Net expenditure	5	(19,279)	-
Net movements in funds		(19,279)	-
Reconciliation of funds			
Funds at the beginning of year		-	-
Funds at the end of the period	12	(19,279)	-

All of the above results are derived from continuing activities. There were no other recognised gains or losses other than those stated above.

The notes on pages 16 to 23 form part of these financial statements.

*period 27 May 22 to 31 December 2022

Gloucester Diocesan Board of Education
 Balance Sheet
 31 December 2023

	Note	2023 £	2022 £
Current assets			
Debtors	9	266,762	9,949
Cash at bank and in hand		-	-
Total current assets		266,762	9,949
Creditors: amounts due within one year	10	(286,041)	(9,949)
Net current liabilities		(19,279)	-
Net liabilities		(19,279)	-
Funds			
<i>Income funds</i>			
Unrestricted funds:			
General Funds	12	(19,279)	-
Total funds		(19,279)	-

Approved by the Trustees on 25 September 2024 and signed on their behalf by

+Robert Tewkesbury

The Right Reverend R Springett
 Chair, Gloucester DBE

Charity number: 1199117

The notes on pages 16 to 23 form part of these financial statements.

I Accounting Policies

The principal accounting policies adopted in the preparation of the financial statements are set out below. They have been applied consistently during the period and in the preceding period.

1.1 Basis of preparation

These financial statements are prepared on a going concern basis, under the historical cost convention, as modified by the revaluation of investments and fixed asset land & buildings being measured at fair value through income and expenditure within the Statement of Financial Activities.

The financial statements have been prepared in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (2nd Edition, effective 1 January 2019).

The Charity is a public benefit entity for the purposes of FRS 102 and therefore the Charity also prepared its financial statements in accordance with the 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 (The FRS 102 Charities SORP including update Bulletin 2) and the Charities Act 2011.

The financial statements are prepared in sterling, which is the functional currency of the charity. Monetary amounts in these financial statements are rounded to the nearest pound.

GDBE has taken advantage of the disclosure exemptions permitted by the Charities SORP FRS 102 to not prepare a statement of cash flows.

The principal accounting policies adopted in the preparation of the financial statements are set out below.

1.2 Going concern

The trustees have assessed whether the use of the going concern basis is appropriate and have considered possible events or conditions, that might cast significant doubt on the ability of the charity to continue as a going concern. The trustees have made this assessment for a period of at least one year from the date of approval of the financial statements. In particular the trustees have considered the charity's forecasts and cash flow projections and have factored in pressures on grants and donations with the situation being kept under constant review. After making enquiries the trustees have concluded that the charity has adequate resources to continue in operational existence for the foreseeable future. The charity therefore continues to adopt the going concern basis in preparing its financial statements.

1.3 Income

All income is included in the Statement of Financial Activities when all of the following criteria are met:

- Entitlement - control over the rights or other access to economic benefit has passed to the Charity.
- Probable - it is more likely than not that the economic benefits associated with the transaction or gift will flow to the Charity.
- Measurement - the monetary value or amount of the income can be measured reliably and the costs incurred for the transaction and the costs to complete the transaction can be measured reliably.

Grant from Gloucester Diocesan Board of Finance

The annual grant is agreed in advance by the GDBF as approved by the Diocesan Synod. A grant of service is provided in addition to cash for the provision of finance and other services.

1.4 Expenditure

Liabilities and constructive obligations are recognised in the Statement of Financial Activities in the year in which approval is given by the Trustees regardless of the due dates for payment. All charitable activities expenditure relates to grants awarded and there are no directly undertaken activities.

Exemptions to this are as follows:

- Commitments which are dependent upon explicit conditions being met by the recipient are treated as contingent liabilities where those conditions have not yet been met.
- Support costs have been allocated to funds on the basis of the time spent during the period.

1.5 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.

1.6 Pension costs

The GDBE's staff are members of the Church Workers Pension Fund.

The charity operates two pension provisions. Staff who were formerly employed by Gloucester Diocesan Board of Finance, participate in a direct contribution scheme at the same employer's contributory rate. New employees participate in a direct contribution scheme set up by the new entity to which the employer's contribution is 10%.

1.7 Judgements and key sources of estimation uncertainty

The preparation of the financial statements requires management to make judgements, estimates and assumptions that affect the amounts reported for assets and liabilities as at the balance sheet date and assumptions that affect the amounts reported for income and expenditure during the period. However, the nature of estimation means that actual outcomes could differ from those estimates. The following judgements are considered by the Trustees to have the most significant effect on amounts recognised in the financial statements.

There were no significant areas of uncertainty that would affect the carrying value of assets held by the Charity.

1.8 Debtors

Trade and other debtors are recognised at the settlement amount due. Prepayments are valued at the amount prepaid.

1.9 Creditors

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

2 Analysis of income

	2023 £	2022* £
Donations and grants		
Diocesan Board of Finance Grant	115,445	35,987
Voluntary Schools Fund	418,304	117,887
St Matthias Trust	55,000	21,500
	<u>588,749</u>	<u>175,374</u>
Income from charitable activities		
Training and courses	<u>22,711</u>	<u>3,140</u>

3 Governance and support costs

The breakdown of support costs and how these were allocated between governance and other support costs is shown in the table below:

	Governance £	Support costs £	2023 £	2022* £
Staff costs	-	514,047	514,047	140,502
Office expenses	-	21,131	21,131	7,447
Professional fees	11,042	-	11,042	14,374
Miscellaneous costs	-	24,164	24,164	4,489
Audit (2022 Independent examination)	19,000	-	19,000	2,000
	<u>30,042</u>	<u>559,342</u>	<u>589,384</u>	<u>168,812</u>
Other charitable activities	-	41,355	41,355	9,702
	<u>30,042</u>	<u>600,697</u>	<u>630,739</u>	<u>178,514</u>

Comparative analysis for the period ended 2022

	Governance £	Support costs £	2022* £
Staff costs	-	140,502	140,502
Office expenses	-	7,447	7,447
Professional fees	14,374	-	14,374
Miscellaneous costs	-	4,489	4,489
Independent examination	2,000	-	2,000
	<u>16,374</u>	<u>152,438</u>	<u>168,812</u>
Other charitable activities	-	9,702	9,702
	<u>16,374</u>	<u>162,140</u>	<u>178,514</u>

Administration, management and governance costs have been allocated to charitable activities based on staff time.

*period 27 May 22 to 31 December 2022

4 Charitable expenditure

	2023	2022*
	£	£
School and governor support	512,717	138,845
School buildings support	118,022	39,669
	<u>630,739</u>	<u>178,514</u>

5 Net expenditure

This is stated after charging the following:

	2023	2022*
	£	£
Audit Fee	14,400	-
Independent Examiner's remuneration	4,600	2,000
	<u>4,600</u>	<u>2,000</u>

6 Staff costs and numbers

	2023	2022*
	£	£
Staff costs were as follows:		
Salaries and wages	365,841	108,648
Redundancy and termination payments	42,167	-
Social security costs	40,763	11,741
Pension costs	65,276	20,113
	<u>514,047</u>	<u>140,502</u>

The number of employees who earned more than £60,000 during the period was as follows:

	2023	2022*
	No.	No.
£60,000 - £69,999	-	1
£100,000-£109,000	1	-
	2023	2022*
	No.	No.
The average number of employees in the period was:	<u>9</u>	<u>9</u>

The employer's pension contribution for staff earning over £60,000 was £10,610 (2022: £4,491).

The GDBF acted as a paymaster for the GDBE from 1 January 2023. The Charity considers its key management personnel comprises the Trustees and the Director of Education. The total employment benefits including pension contributions of the key management personnel were £153,421 (2022: £29,749) for the year.

*period 27 May 22 to 31 December 2022

7 Trustee and connected persons transactions

No Trustee received any remuneration for services as a Trustee. The Trustees received travelling and out of pocket expenses, totalling £166 (2022 - £nil) in respect of other duties as Trustees.

8 Subsidiaries

The GDBE has two wholly owned subsidiaries:

Subsidiary name	Charity number	Relationship
Bishop Headlam Fund (BH)	1049016	GDBE sole trustee of Charity from 4 July 2023
Voluntary Schools Fund (VSF)	1043116	GDBE sole trustee of Charity from 4 July 2023

The transactions and balances for these wholly owned subsidiaries were as follows:-

	Income £		Expenditure £		Assets £		Liabilities £		Net assets £	
	2023	2022	2023	2022	2023	2022	2023	2022	2023	2022
BH	83k	67k	(38k)	(388k)	2.764 million	2.486 million	(408k)	(370k)	2.356 million	2.116 million
VSF	229k	220k	(467k)	(470k)	6.281 million	5.785 million	(1.703) million	(1.360) million	4.578 million	4.425 million

The Gloucester Diocesan Board of Education became sole trustee of the VSF and BH on 4 July 2023. VSF makes grants to the GDBE to fund posts which are to provide assistance to church schools in the Diocese with buildings and to provide advice on the RE curriculum and assist with inspections.

VSF has also covered legal expenses relating to the work of the GDBE in accordance with its objectives.

During the year VSF paid grants of £418,304 (2022: £117,887) to GDBE. At 31 December 2023, GDBE was owed £234,665 by VSF.

BH originated from an appeal launched by Bishop Headlam in 1937 to build new secondary schools. The purposes to which it may be applied were widened by two Charity Commission schemes, the most recent of which was in 2010. The trustee is in the process of updating the objectives to allow it to make grants to the GDBE to fund the advancement of Education to church schools in the Diocese including assistance with buildings and to provide advice on the RE curriculum and assist with inspections.

On 5 March 2024, VSF and BH were formally linked to GDBE and all financial information will be presented in the GDBE statutory accounts from the year ended 31 December 2024.

**period 27 May 22 to 31 December 2022*

9 Debtors

	2023	2022*
	£	£
Amounts falling due within one year		
Trade debtors	2,830	1,850
Prepayments and accrued income	29,267	2,581
VSF Inter group debtor	234,665	-
Other debtors	-	5,518
Total due within one year	266,762	9,949

10 Creditors: amounts falling due within one year

	2023	2022*
	£	£
Trade creditors	1,280	6,644
Accruals and deferred income	23,595	3,305
GDBF	254,112	-
Other creditors	7,054	-
Total	286,041	9,949

11 Related parties

The GDBF provides financial support to the charity in the form of grants and a service level agreement. The charity is dependent on the grants to continue its charitable activities. The GDBF Board has authorised £500,000 as a repayable loan to support the GDBE during its initial restructuring period. This will start to be drawn down during 2024. During the year GDBF paid grants of £115,445 (2022: £35,987) to GDBE. At 31 December 2023, GDBE owed £254,112 to GDBF.

12 Analysis of net liabilities by fund

	Unrestricted Funds	Total 2023	Total 2022*
	£	£	£
Current assets	266,762	266,762	9,949
Current liabilities	(286,041)	(286,041)	(9,949)
	<u>(19,279)</u>	<u>(19,279)</u>	<u>-</u>

All funds in 2022 are unrestricted.

13 Analysis of funds

	Balance 01.1.2023	Income	Expenditure	Balance 31.12.2023
	£	£	£	£
Unrestricted funds:				
General Fund	-	611,460	(630,739)	(19,279)
	<u>-</u>	<u>611,460</u>	<u>(630,739)</u>	<u>(19,279)</u>
Total all funds	<u>-</u>	<u>611,460</u>	<u>(630,739)</u>	<u>(19,279)</u>

*period 27 May 22 to 31 December 2022

13 Analysis of funds cont.

Comparative analysis of funds

	Balance			Balance
	01.1.2022	Income	Expenditure	31.12.2022
	£	£	£	£
Unrestricted funds:				
General Fund	-	178,514	(178,514)	-
	-	178,514	(178,514)	-
Total all funds	-	178,514	(178,514)	-

14 Pensions

The GDBE participates in the Church Workers Pension Fund (CWPF) scheme administered by the Church of England Pensions Board, which holds the assets of the scheme separately from those of the GDBE and the other participating employers.

For eligible salaried employees the GDBE participates in the Church of England Pension Builder Scheme (PBS), within the Church Workers Pension Fund.

Pension Builder Scheme

The Pension Builder Scheme of the Church Workers Pension Fund is made up of two sections, Pension Builder Classic and Pension Builder 2014, both of which are classed as defined benefit schemes.

Pension Builder Classic provides a pension, accumulated from contributions paid and converted into a deferred annuity during employment based on terms set and reviewed by the Church of England Pensions Board from time to time. Discretionary increases may also be added, depending on investment returns and other factors.

Pension Builder 2014 is a cash balance scheme that provides a lump sum which members use to provide benefits at retirement. Pension contributions are recorded in an account for each member. Discretionary bonuses may be added before retirement, depending on investment returns and other factors. The account, plus any bonuses declared is payable, unreduced, from age 65.

There is no sub-division of assets between employers in each section of the Pension Builder Scheme.

The scheme is considered to be a multi-employer scheme as described in Section 28 of FRS 102. This is because it is not possible to attribute the Pension Builder Scheme's assets and liabilities to specific employers and means that contributions are accounted for as if the Scheme were a defined contribution scheme. The pensions costs charged to the SoFA in the year are the contributions payable.

A valuation of the Pension Builder Scheme is carried out once every three years. The most recent valuation was carried out as at 31 December 2019.

For the Pension Builder Classic section, the 2019 valuation revealed a deficit of £4.8m on the ongoing assumptions used. At the most recent annual review effective 1 January 2024, the Board chose to grant a discretionary bonus of 6.7% to both pensions not yet in payment and pensions in payment in respect of

14 Pensions cont.
Pension Builder Scheme cont.
Pension Builder 2014 cont.

service prior to April 1997; and a bonus on pensions in payment in respect of post April 2006 service so that the pension increase was 5% (where usually it would be calculated based on inflation up to 2.5%). This followed improvements in the funding position over 2023. There is no requirement for deficit payments at the current time.

For the Pension Builder 2014 section, the valuation revealed a surplus of £5.5m on the ongoing assumptions used. There is no requirement for deficit payments at the current time.

The next valuation was due as at 31 December 2022. Calculations for this are currently under way.

The legal structure of the scheme is such that if another employer fails, Gloucester DBF could become responsible for paying a share of that employer's pension liabilities.

GLOUCESTER DIOCESAN BOARD OF EDUCATION

England & Wales - Charity number 1199117

Accounts

Gloucester Diocesan Board of Education

Report and Financial Statements

For the period
27 May 2022 to 31 December 2022

Registered Charity Number: 1199117

Gloucester Diocesan Board of Education
Report and Financial Statements
For the period 27 May 2022 to 31 December 2022

Contents	Page
Report of the Trustees	3
Reference and Administrative Details	7
Statement of Trustees' Responsibilities	10
Independent Examiner's Report	11
Statement of Financial Activities	12
Balance Sheet	13
Notes to the Financial Statements	14

Trustees' report

The trustees present their report and financial statements for the period from 27 May 2022 to 31 December 2022 and confirm the financial statements comply with current statutory requirements, the charity's governing document, the Statement of Recommended Practice: Accounting and Reporting by Charities (Charities SORP (FRS 102)) and the Financial Reporting Standard 102 applicable in the United Kingdom and Republic of Ireland (UK Generally Accepted Practice) and the Charities Act 2011.

Objects, Strategies and Activities

The objects of the Charitable Incorporated Organisation (CIO) are to advance or assist in the advancement of education consistent with the faith and practice of the Church of England for the public benefit in the Diocese, in particular by carrying out the functions of the Diocesan Board of Education for the Diocese under the provisions of the Diocesan Boards of Education Measure 2021.

The Gloucester Diocesan Board of Education (GDBE) seeks, as required by the Measure, to:

- a) promote or assist in the promotion of education in the Diocese that is consistent with the faith and
- b) practice of the Church of England;
- c) promote or assist in the promotion of religious education and religious worship in schools in the Diocese;
- d) promote or assist in the promotion of church schools in the Diocese;
- e) promote co-operation between itself and other persons concerned with education in the Diocese.

And in accord with the LIFE Vision of the Diocese

With high aspiration for excellence we are passionate for all within our family of schools to experience God's love in a culture of care, dignity and hope.

To attain this Vision and to reach these objectives, the GDBE oversees the appointment of a Diocesan Director of Education (DDE), who assembles a team with responsibilities for monitoring of, and advice, on Christian Character, RE, Collective Worship, Courageous Advocacy, Relationships Sex and Health Education, Well-being, Governance, Buildings, Admissions, Trusts, as listed on page 8 and the consequent administrative support necessary. The GDBE has established four Trustee committees to monitor the well-being and progress of the schools through the work of the Education Team; viz:

Executive Committee – comprising the Chairman of the GDBE and the Chairmen of the other committees – to oversee the institution of the GDBE as a CIO and its strategy and development.

Standards and Ethos Committee – to maintain strong oversight of the educational standards and Christian character within all Church of England schools and academies driven by the GDBE Vision.

Resources Committee – to maintain a strong oversight of the land, buildings and trusts for which the GDBE has responsibility and to make recommendations to the full Board in this regard in order to support the Christian education of the pupils in our schools.

Academisation Committee – to receive and consider applications from Church of England schools in the Diocese for conditional consent to convert to an academy trust and/or to join a multi-academy trust and to make consequent recommendation to the full Board.

The full Board and each committee normally meet 3 times a year.

In addition to the committees there is a foundation governor panel who undertake the delegated responsibility to appoint foundation governors/trustees.

Schools

The GDBE has oversight of 116 Church of England Schools and one Community school in the Diocese, one of which is a secondary academy and the remainder primary schools. The Diocese of Gloucester family of schools spans two Local Authorities, (Gloucestershire and South Gloucestershire). There are a variety of schools across the Diocese, including small rural primary schools with mixed age classes, large city schools, schools with attached nursery provision and wrap-around care, as well as All Saints' Academy (Secondary). 78 schools are maintained by the Local Authorities and are designated either Voluntary Aided (30) or Voluntary Controlled (48); some schools have entered into a formal agreement as part of a federation or group of schools; other schools are part of a Multi Academy Trust, including the Diocese of Gloucester Academies Trust (DGAT) (21), Primary Quest (5), Corinium Trust (1), Severn Federation Academy Trust (4 + 1 Community primary), North Cotswold Schools Federation MAT (4). There are also 4 schools that are stand-alone academies.

Priorities for the academic year 2022-23

Set by the Education Team following the review of the 2021-2022 annual plan and supported and inspired by the GDBE Christian vision to serve, guide, support and advise our family of schools:

Priority 1: Vision and Leadership: to raise the profile and effectiveness of schools' Christian visions, rooted in clear theology; develop training and support offer for MATs, governors, trustees and members.

Priority 2: Think, Pray, Do Together: carbon-net zero small steps and strategy; Diocesan global, church, school links and partnerships; RSHE support and development; Courageous advocacy and the launch of the voice of our children; Growing Faith and partnerships; Mental health and wellbeing

Priority 3: Collective Worship Support, training and resources for collective worship.

Priority 4: Religious Education - develop quality new agreed syllabus for RE for Gloucestershire (SACRE); develop resources and training to support governors and trustees to effectively monitor; develop and establish the next generation of RE hubs for teachers across the Diocese.

Priority 5: SIAMS 2018-2023 & 2023 onwards: support schools who are likely to be inspected this academic year and post inspection; provide additional support for schools identified as being 'vulnerable'; support through training and advice the roll-out of the 2023 SIAMS schedule.

Priority 6: Academisation and Sustainability: deliver and share the Home for All Church Schools Strategy; to support and understand – what is a 'good' church school? what is a 'good/strong' MAT; work with all partners to support the GDBE strategy; provide information, resources, advice and support for governors, CEOs, trustees, members, headteachers and communities; ensure effective process and appointment of foundation governors, ex-officio substitutes and GDBE corporate members; support ongoing and new land and building issues; support recruitment of leaders across our family of schools, including new models of leadership.

Priority 7: Incorporation – the establishment and development of the new CIO - establish the Executive Committee and ensure smooth TUPE and transition; agree and finalise the SLA with the GDBF, with particular reference to HR and finance; ensure effective process and appointment of corporate members with clear roles and responsibilities - on behalf of the GDBE - for all MATs and SATs.

Achievements and Performance

The GDBE has established its new form as a CIO, elected/appointed and recruited its new trustees, agreed a Service Level Agreement with the Gloucester Diocesan Board of Finance (GDBF), initiated the TUPE process for the transfer of staff to the new organisation and approved the necessary suite of policies to underpin its functions. It has continued to receive, and make decisions upon, the recommendations from the other committees.

The Standards and Ethos Committee has followed its terms of reference in support and monitoring of the Priorities of the Education Team in supporting schools in furthering educational standards and developing their Christian distinctiveness and in reporting to the Board on these. This support is much valued by the schools and standards show that it is effective in impact.

The Resources Committee has considered with care the distribution of the SCA grant to schools, taking into account their Safe-guarding, Health and Safety, and urgent needs, and has continued to follow up, with advice from the solicitors, several issues pertaining to trusts, buildings and land in order to make recommendations to the full Board.

The Academisation Committee has considered applications from a steady number of schools and worked with them to make schemes that safeguard the Christian character of each school, and the financial health of each school and its chosen MAT going forward, again making pertinent recommendations to the full Board.

The GDBE continues to note the recommendations made in the GDBE Review conducted in 2021 prior to the formation of the CIO.

Strategic Aims and Objectives

The support of Church of England schools in all areas of their activities. In particular:

- Development and delivery of religious education and collective worship
- Protection of the Church of England's interests in academy conversions in Gloucester Diocese
- Maintenance of church school buildings belonging to trustees of Church of England Schools
- Protection of the interests of the trustees of Church of England Schools
- The development of youth and children's work in Parishes and Schools across the Diocese of Gloucester.
- The support and development of Christian Spirituality in secular institutions of higher and Further education.
- The provision of Chaplaincy support to church colleges and church-based universities.

Public Benefit Statement

The Board exists under the Diocesan Board of Education Measure (2021) ' The Measure sets out the core purpose of the Board of Education, which is to:

- promote or assist in the promotion of education in the diocese that is consistent with the faith and practice of the Church of England,
- promote or assist in the promotion of religious education and religious worship in schools in the diocese.
- promote co-operation between itself and other persons concerned with education in the diocese.

The Trustees confirm that they have complied with the duty in Section 17(5) of the Charities Act 2011 to have due regard to the Charity Commissioner's general guidance on public benefit in exercising their powers or duties. They have carefully referred to this guidance when reviewing the Board's aims and objectives and when planning its future activities, acting in accordance with the Church of England's Vision for Education for the common good of the whole human community and its environment: hospitable to diversity, respecting freedom of religion and belief, encouraging all to contribute from the depths of their own traditions and understandings, inviting collaborations, alliances and negotiation of differences in order to serve the flourishing of a healthily plural society and democracy.

Financial Review

Principal Funding Sources

There is an annual grant agreed in advance by the GDBF as agreed by the Diocesan Synod. A grant of service is provided in addition to cash for the provision of finance.

Financial Performance

The charitable incorporated organisation will employ staff to support schools in their maintenance and building projects. For the initial period to 31 December 2022 the staff were seconded from the GDBF to the GDBE with the GDBE donating an equivalent amount of money to the GDBF.

Additional school support is provided by staff for the development and delivery of religious education and collective worship. This may be in the form of staff directly supporting the school or running training courses and events for the schools.

Balance Sheet Position

Net assets at 31 December 2022 are £nil. The GDBF has agreed an annual grant of £115,000 for 2023 to assist with the ongoing costs of the charity.

Reserves Policy

Having considered financial risk, liquidity requirement and the timing of cash flows throughout the year, The Board's policy is to aim to hold reserves equivalent to 3 months budgeted unrestricted expenditure for the year. At the year end, the GDBE had no reserves, and the Board is working to create a strategy to start building these reserves.

Going Concern

The Board recognises the risk of financial viability and this is reflected in the actions taken by the Board. The GDBF has agreed an annual grant for the next two years, with an expected on-going commitment. The Voluntary Schools Fund also pays an ongoing grant to cover expenses. Other income sources are being explored by the Board.

Accordingly, the trustees have a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future and do not believe that there are any material uncertainties as to the going concern of the charity. Therefore, the trustees are content that the charity continues to adopt the going concern basis of accounting in preparing the annual accounts.

Risk management

The trustees are responsible for the identification, mitigation and management of risk. The GDBE maintains a risk register to identify and support the mitigation of risks, via implementation of a management and mitigation strategy. This will be reviewed by trustees annually, with the responsibility for risk management delegated to the Resources Committee, where it is a standing item on each meeting agenda.

Principal risks and uncertainties

The risks identified as most significant for the period of this report, and their mitigation strategies are identified below:

- 1) Lack of clarity of responsibility for financial management, policies and procedures, including lack of commercial banking arrangements leading to material errors in administration.

Mitigation Strategies:

- Close liaison with the Diocesan Board of Finance to support transition to CIO status
- Agreement of new processes and procedures for financial transactions, budget setting and monitoring
- Service Level Agreement with Diocesan Board of Finance

- 2) Loss of Corporate Memory due to staff and trustee turnover leading to inefficient practices or decisions made without understanding of consequences.

Mitigation Strategies:

- Skills audit of trustees and provision of training as identified necessary
- Support from broader DBF and DBE team
- Recruitment of high-quality staff
- Good quality induction processes
- To ensure accurate recording of key decisions

- 3) Reputational risk caused by pressure on school budgets affecting their staff turnover, viability, effectiveness and ability to find a 'good home' within a MAT landscape.

Mitigation Strategies:

- Close working with Local Authority on debt reduction plans
- Advocacy around solutions to issues at regional and national level.

Structure, Governance and Management

The GDBE was registered with the Charity Commission on 27 May 2022 in response to the Diocesan Boards of Education Measure 2021 and is a Charitable Incorporated Organisation (CIO). The Diocesan Board of Education Scheme dated 13 July 2022 came into operation on 1 September 2022. Those persons who are normally referred to as members of the Board of Education are Trustees in charity law.

Organisation

The Board of Education, as defined in statute, has overall control of the activities of the CIO. The operates with four sub committees:

- Executive Committee, comprising the Chairman of the Board and the Chairmen of the other committees.
- Standards and Ethos Committee
- Resources Committees
- Academisation Committee

Trustees and method of appointment

The trustees of the GDBE are:

- (a) The Bishop
- (b) One trustee appointed by the Bishop
- (c) 8 trustees elected by the Diocesan Synod, and
- (d) At least 4 and up to 5 trustees co-opted by the GDBE.

When recruiting new trustees, consideration is given to the skills and experience of existing trustees in order to ensure a sufficiently wide range of skills is in place to enable furtherance of the CIO's objects. Induction and training is given to new trustees and is ongoing for existing trustees. The term of each elected trustee may last no longer than three years. A trustee may serve no more than three consecutive terms of office without a break of at least one year.

Induction and training

New trustees undergo a comprehensive period of orientation and induction with the Chair of Trustees, Diocesan Director of Education and other members of the Board to brief them on their legal obligations under charity and company law, role and responsibilities, vision, strategy and support as well as an overview of how the GDBE fits in with the other entities within the Diocese.

Organisational structure and decision making

The Board of Education administers the charity and also has a Service level agreement with the Gloucester Diocesan Board of Finance for services connected with financial resources and human resources.

A Diocesan Director of Education is appointed by the trustees to manage the day to day operations of the Charity. Key personnel of the GDBE are:

Jo Hunter	Interim Director of Education (until September 2023)
Jane Borgeaud	Director of Education (from September 2023)
Debbie Helme	Principal Advisor School Christian Character, inc. RE and Collective Worship
Kerry Geddis	Principal Advisor School Christian Character including Courageous Advocacy, RSHE, Well-being
Nicky Wadley	Principal Advisor Governance (until January 2023)
Roland Roberts	Principal Advisor Governance (from January 2023)
David Williams	Principal Advisor Buildings, Admissions and Trusts
Sarah Major	Education Administrator Jumping Fish
Hannah Leckebusch	Education Administrator Clerking, Buildings, Finance & Governance
Rowan Scott-Berry	Education Administrator inc. SIAMS
Emma Pooley	Administrator Education Team

Remuneration of key management personnel

The Board is responsible for setting the pay for the key members of staff and any annual increments are agreed by the Chair of the Board.

Custodian Trustee

The CIO is the custodian trustee for all Voluntary Aided Church of England Schools in the Benefice area (Diocese of Gloucester) except in cases where it is the actual trustee either by right of the trustee document or following an order under S86 of the 1944 Education Act.

Under the 2021 Diocesan Board of Education Measure, governors are required to consult the Board and seek written permission to do any work on the school building which involves governor liability. The Board's main objective is to support Christian education and governors in the maintenance and development of school buildings.

Gloucester Diocesan Board of Education
Reference and Administrative Details
For the period 27 May 2022 to 31 December 2022

Registered Charity Number 1199117

Registered office and operational address 4 College Green
Gloucester
GL1 2LR

Board of Trustees

Ex-officio (as Diocesan Bishop) The Right Reverend Rachel Treweek (appointed 13 July 2022)

Diocesan Bishop's Appointment The Right Reverend Robert Springett – Chair (appointed 13 July 2022)

Elected by Diocesan Synod Dr Matthew Andrews (appointed 13 July 2022)
Reverend Rachel Beck (appointed 13 July 2022)
Dr Joan Grills (appointed 13 July 2022)
Jennifer Lane (appointed 14 February 2023)
Mr Jonathon Millin (appointed 13 July 2022)
Ian Moore (appointed 13 July 2022)
Susan Padfield (appointed 13 July 2022)
Alastair Taylor (appointed 13 July 2022 and resigned 6 December 2022)
Bernice Webber-Brown (appointed 13 July 2022)

Co-opted Emma Mignaud (appointed 1 September 2022)
Guy Phillips (appointed 1 September 2022)

Bankers Barclays Bank plc
18 Southgate Street
Gloucester
GL1 2DH

Independent Examiner Adam Halsey
On behalf of Haysmacintyre LLP
10 Queen Street Place
London
EC4R 1AG

Investment Managers CCLA Investment Management Ltd
80 Cheapside
London
EC2V 6DZ

Trustees' responsibilities in respect of the financial statements

The Trustees are responsible for preparing the trustees' report and financial statements in accordance with applicable law and United Kingdom Accounting Standards including Financial Reporting Standard 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

The law applicable to charities in England and 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 the income and expenditure for that period. In preparing those financial statements the Trustees are required to:

- Select suitable accounting policies and then apply them consistently;
- Observe the methods and principles in the Charities SORP;
- Make judgements and estimates that are reasonable and prudent;
- state whether applicable United Kingdom Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in operation.

The Trustees are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the charity and which 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/constitution. The Trustees 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.

The Trustees are responsible for the maintenance and integrity of the corporate and financial information included on the Board's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

The Trustees' report, incorporating the Strategic Report,

was approved by the Board of Trustees on 26 October 2023



Dr Joan Grills
Vice-Chair, Gloucester DBE

Independent Examiner's Report
To the Trustees of Gloucester Diocesan Board of Education
For the period 27 May 2022 to 31 December 2022

I report to the trustees on my examination of the financial statements of Gloucester Diocesan Board of Education (the charity) for the period from 27 May 2022 to 31 December 2022.

Responsibilities and basis of report

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

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

Independent examiner's statement

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

- 1) the accounting records were not kept in accordance with section 130 of the Charities Act; or
- 2) the accounts did not accord with the accounting records; or
- 3) the accounts did 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.



Adam Halsey
For and on behalf of Haysmacintyre LLP, Statutory Auditor
10 Queen Street Place
London
EC4R 1AG

Date: 30 October 2023

Haysmacintyre LLP is eligible to act as auditor in terms of Section 1212 of the Companies Act 2006.

Gloucester Diocesan Board of Education
Statement of Financial Activities
For the period 27 May 2022 to 31 December 2022

	Note	Period to 31.12.2022 Unrestricted Total £'000's
Income and endowments from:		
Donations and grants	2	175,374
Other income	2	<u>3,140</u>
Total income and endowments		<u>178,514</u>
Expenditure:		
Charitable activities	3	<u>178,514</u>
Total expenditure		<u>178,514</u>
Net income/(expenditure)	5	-
Net movements in funds		<u>-</u>
Reconciliation of funds		
Funds at the beginning and end of the period	12	<u><u>-</u></u>

All of the above results are derived from continuing activities. There were no other recognised gains or losses other than those stated above.

The notes on pages 14 to 19 form part of these financial statements.

Gloucester Diocesan Board of Education
Balance Sheet
31 December 2022

	Note	31.12.2022 £'000's
Current assets		
Debtors	8	9,949
Cash at bank and in hand		<u>-</u>
Total current assets		9,949
Creditors: amounts due within one year	9	<u>(9,949)</u>
Net current assets		<u>-</u>
Net assets		-
Funds		
<i>Income funds</i>		
Unrestricted funds:		
General Funds	12	<u>-</u>
Total funds		<u><u>-</u></u>

Approved by the Trustees on 26 October 2023 and signed on their behalf by



Dr Joan Grills
Vice-Chair, Gloucester DBE

Charity number: 1199117

The notes on pages 14 to 19 form part of these financial statements.

I Accounting Policies

The principal accounting policies adopted in the preparation of the financial statements are set out below. They have been applied consistently during the period and in the preceding period.

1.1 Basis of preparation

These financial statements are prepared on a going concern basis, under the historical cost convention, as modified by the revaluation of investments and fixed asset land & buildings being measured at fair value through income and expenditure within the Statement of Financial Activities.

The financial statements have been prepared in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (2nd Edition, effective 1 January 2019).

The Charity is a public benefit entity for the purposes of FRS 102 and therefore the Charity also prepared its financial statements in accordance with the 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 (The FRS 102 Charities SORP including update Bulletin 2) and the Charities Act 2011.

The financial statements are prepared in sterling, which is the functional currency of the charity. Monetary amounts in these financial statements are rounded to the nearest one thousand pounds.

The principal accounting policies adopted in the preparation of the financial statements are set out below.

1.2 Going concern

The trustees have assessed whether the use of the going concern basis is appropriate and have considered possible events or conditions, that might cast significant doubt on the ability of the charity to continue as a going concern. The trustees have made this assessment for a period of at least one year from the date of approval of the financial statements. In particular the trustees have considered the charity's forecasts and cash flow projections and have factored in pressures on grants and donations with the situation being kept under constant review. After making enquiries the trustees have concluded that the charity has adequate resources to continue in operational existence for the foreseeable future. The charity therefore continues to adopt the going concern basis in preparing its financial statements.

1.3 Income

All income is included in the Statement of Financial Activities when all of the following criteria are met:

- Entitlement - control over the rights or other access to economic benefit has passed to the Charity.
- Probable - it is more likely than not that the economic benefits associated with the transaction or gift will flow to the Charity.
- Measurement - the monetary value or amount of the income can be measured reliably and the costs incurred for the transaction and the costs to complete the transaction can be measured reliably.

Grant from Gloucester Diocesan Board of Finance

The annual grant is agreed in advance by the GDBF as approved by the Diocesan Synod. A grant of service is provided in addition to cash for the provision of finance and other services.

1.4 Expenditure

Liabilities and constructive obligations are recognised in the Statement of Financial Activities in the year in which approval is given by the Trustees regardless of the due dates for payment. All charitable activities expenditure relates to grants awarded and there are no directly undertaken activities.

Exemptions to this are as follows:

- Commitments which are dependent upon explicit conditions being met by the recipient are treated as contingent liabilities where those conditions have not yet been met.
- Support costs have been allocated to funds on the basis of the time spent during the period.

1.5 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.

1.6 Pension costs

The GDBE's staff are members of the Church Workers Pension Fund.

The charity operates two pension provisions. Staff who were formerly employed by Gloucester Diocesan Board of Finance, participate in a direct contribution scheme at the same employer's contributory rate. New employees participate in a direct contribution scheme set up by the new entity to which the employer's contribution is 10%.

1.7 Judgements and key sources of estimation uncertainty

The preparation of the financial statements requires management to make judgements, estimates and assumptions that affect the amounts reported for assets and liabilities as at the balance sheet date and assumptions that affect the amounts reported for income and expenditure during the period. However, the nature of estimation means that actual outcomes could differ from those estimates. The following judgements are considered by the Trustees to have the most significant effect on amounts recognised in the financial statements.

There were no significant areas of uncertainty that would affect the carrying value of assets held by the Charity.

1.8 Debtors

Trade and other debtors are recognised at the settlement amount due. Prepayments are valued at the amount prepaid.

1.9 Creditors

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

2 Analysis of income

	Period to 31.12.2022 £'000's
Donations and grants	
Diocesan Board of Finance General Funds	35,987
Voluntary Schools Fund	117,887
St Matthias Trust	21,500
	<u>175,374</u>

Income from charitable activities

Training and courses	<u>3,140</u>
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3 Governance and support costs

The breakdown of support costs and how these were allocated between governance and other support costs is shown in the table below:

	Governance £'000's	Support costs £'000's	Period to 31.12.2022 £'000's
Staff costs	-	140,502	140,502
Office expenses	-	7,447	7,447
Professional fees	14,374	-	14,374
Miscellaneous costs	-	4,489	4,489
Trustee expenses	-	-	-
Independent examination	2,000	-	2,000
	<u>16,374</u>	<u>152,438</u>	<u>168,812</u>
Other charitable activities	-	9,702	9,702
	<u>16,374</u>	<u>162,140</u>	<u>178,514</u>

Administration, management and governance costs have been allocated to charitable activities based on staff time.

4 Charitable expenditure

	Period to 31.12.2022 £'000's
School and governor support	138,845
School buildings support	39,669
	<u>178,514</u>

5 Net income/(expenditure)

This is stated after charging the following:

	Period to 31.12.2022 £'000's
Independent Examiner's remuneration	<u>2,000</u>

6 Staff costs and numbers

Staff costs were as follows:

	Period to 31.12.2022 £'000's
Salaries and wages	108,648
Social security costs	11,741
Pension costs	<u>20,113</u>
	<u>140,502</u>

The number of employees who earned more than £60,000 during the period was as follows:

	Period to 31.12.2022 No.
£60,000 - £69,999	1

	Period to 31.12.2022 No.
The average number of employees in the period was:	<u>8</u>

The GDBF employed staff members for the Charity during the period and the costs of these employees has been recharged. The Charity considers its key management personnel comprises the Trustees and the Director of Education. The total employment benefits including pension contributions of the key management personnel were £29,749 for the period.

7 Trustee and connected persons transactions

No remuneration has been paid to the Trustees during the period.

No expenses have been reimbursed to the Trustees during the period.

8 Debtors

	Period to 31.12.2022 £'000's
Amounts falling due within one year	
Trade debtors	1,850
Prepayments and accrued income	2,581
Other debtors	5,518
Total due within one year	<u>9,949</u>

9 Creditors: amounts falling due within one year

	Period to 31.12.2022 £'000's
Trade creditors	6,644
Accruals and deferred income	3,305
	<u>9,949</u>

10 Related parties

The GDBF provides financial support to the charity in the form of grants and a service level agreement. The charity is dependent on the grants to continue its charitable activities and has received a letter confirming the level of grants receivable from the Gloucester Diocesan Board of Finance in 2023.

The Voluntary Schools Fund and Bishop Headlam Trust are charities controlled by the Gloucester Diocesan Board of Education. The charities became wholly owned subsidiaries of the Charity in 2023.

The Voluntary Schools fund provides a grant to the charity for staff members to ensure the objects of the charity are fulfilled.

11 Analysis of net assets by fund

	Unrestricted Funds £'000's	Total 31.12.2022 £'000's
Current assets	9,949	9,949
Current liabilities	(9,949)	(9,949)
	<u>-</u>	<u>-</u>

12 Analysis of funds

	Balance 27.5.2022 £'000's	Income £'000's	Expenditure £'000's	Balance 31.12.2022 £'000's
Unrestricted funds:				
Undesignated				
General Fund	-	178,514	(178,514)	-
	<u>-</u>	<u>178,514</u>	<u>(178,514)</u>	<u>-</u>
Total all funds	<u>-</u>	<u>178,514</u>	<u>(178,514)</u>	<u>-</u>

13 Pensions

The GDBE participates in the Church Workers Pension Fund (CWPF) scheme administered by the Church of England Pensions Board, which holds the assets of the scheme separately from those of the GDBE and the other participating employers.

For eligible salaried employees the GDBE participates in the Church of England Pension Builder Scheme (PBS), within the Church Workers Pension Fund.

Pension Builder Scheme

The Pension Builder Scheme of the Church Workers Pension Fund is made up of two sections, Pension Builder Classic and Pension Builder 2014, both of which are classed as defined benefit schemes.

Pension Builder Classic provides a pension, accumulated from contributions paid and converted into a deferred annuity during employment based on terms set and reviewed by the Church of England Pensions Board from time to time. Discretionary increases may also be added, depending on investment returns and other factors.

Pension Builder 2014 is a cash balance scheme that provides a lump sum which members use to provide benefits at retirement. Pension contributions are recorded in an account for each member. Discretionary bonuses may be added before retirement, depending on investment returns and other factors. The account, plus any bonuses declared is payable, unreduced, from age 65.

There is no sub-division of assets between employers in each section of the Pension Builder Scheme.

The scheme is considered to be a multi-employer scheme as described in Section 28 of FRS 102. This is because it is not possible to attribute the Pension Builder Scheme's assets and liabilities to specific employers and means that contributions are accounted for as if the Scheme were a defined contribution scheme. The pensions costs charged to the SoFA in the year are the contributions payable. A valuation of the Pension Builder Scheme is carried out once every three years. The most recent valuation was carried out as at 31 December 2019. The next valuation is due as at 31 December 2022.

For the Pension Builder Classic section, the valuation revealed a deficit of £4.8m on the ongoing assumptions used. At the most recent annual review, the Board chose to grant a discretionary bonus of 10.1% following improvements in the funding position over 2022. There is no requirement for deficit payments at the current time. There is no requirement for deficit payments at the current time.

For the Pension Builder 2014 section, the valuation revealed a surplus of £5.5m on the ongoing assumptions used. There is no requirement for deficit payments at the current time.

The legal structure of the scheme is such that if another employer fails, Gloucester GDBE could become responsible for paying a share of that employer's pension liabilities.