

PETERBOROUGH DIOCESAN BOARD OF EDUCATION

England & Wales · Charity number 1204953

Details

Other names PDBE

Status Registered

Legal form Other

Registered 2023-09-27

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

Contact

Address Diocese Of Peterborough
Education Unit
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Activities

Objects: (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

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, 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.

Classification

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

Geography

- Throughout England

Finances

Period end	Income	Expenditure	Assets	Employees
2024-12-31	£486,727	£441,690	-	-

Trustees

Name	Role	Appointed
Venerable Richard Ormston	Chair	2023-01-01
Amanda de Choisy		2023-09-28
Christine Eccles		2026-01-22
Fiona Katherine Yardley		2023-09-28
Greg Cracknell		2023-01-01
James Bloomfield		2026-01-01
Lynda Mary Johnson		2023-01-01
Rev Douglas Spenceley		2023-01-01
Rev Katrina Hutchins		2023-01-01
Ronald Eric Whittaker		2023-01-01
Ruth Helen Walker-Green		2026-05-26
Susan Lamb		2023-01-01
Suzanne Louise Lawrence		2026-01-22
Valerie Ann Griffiths		2026-01-22
Wayne Jones		2023-01-01

PETERBOROUGH DIOCESAN BOARD OF EDUCATION

England & Wales - Charity number 1204953

Accounts

PETERBOROUGH DIOCESAN BOARD OF EDUCATION

TRUSTEES' REPORT AND FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 DECEMBER 2024

PETERBOROUGH DIOCESAN BOARD OF EDUCATION

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PETERBOROUGH DIOCESAN BOARD OF EDUCATION

CHARITY INFORMATION *FOR THE YEAR ENDED 31 DECEMBER 2024*

Trustees	Venerable Richard Ormston Amanda de Choisy Greg Cracknell Christine Eccles Rev Beverley Hollins Rev Katrina Hutchins Lynda Johnson Wayne Jones Susan Lamb Rev James Saunders Rev Douglas Spenceley Hilary Spenceley Ruth Walker-Green Ronald Whittaker Fiona Yardley
Diocesan Director of Education	Peter Cantley
Charity registration number	1204953
Registered office	Diocese of Peterborough Education Unit Unit 1 Bouverie Court The Lakes Northampton NN4 7YD
Solicitors	Stone King Boundary House 91 Charterhouse Street London EC1M 6HR
Independent examiner	Kerry Hilliard ACA FCCA CTA Price Bailey LLP 36 Tyndall Court Commerce Road Lynchwood Peterborough PE2 6LR

PETERBOROUGH DIOCESAN BOARD OF EDUCATION

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.

Structure, Governance and Management

The Peterborough Diocesan Board of Education (PDBE) was registered with the Charity Commission on 27 September 2023 in response to the Diocesan Boards of Education Measure 2021. The Diocesan Board of Education Scheme dated 12 May 2022 came into operation on 1 January 2023. Those persons who are normally referred to as members of the Board of Education are trustees in charity law.

Trustees

The trustees shown below have held office since 1 January 2024.

Venerable Richard Ormston	Chair
Amanda de Choisy	
Greg Cracknell	
Christine Eccles	
Rev Beverley Hollins	
Rev Katrina Hutchins	
Lynda Johnson	
Wayne Jones	
Susan Lamb	
Rev James Saunders	
Rev Douglas Spenceley	
Hilary Spenceley	
Ruth Walker-Green	
Ronald Whittaker	
Fiona Yardley	

Objectives and activities

The objects of the charity 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 PDBE 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.

PETERBOROUGH DIOCESAN BOARD OF EDUCATION

TRUSTEES' REPORT FOR THE YEAR ENDED 31 DECEMBER 2024

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.

Organisation

The Board of Education, as defined in statute, has overall control of the activities of the charity. The operates with five committees:

- Executive Committee
- Resource Management Committee
- Schools Standards and Effectiveness Committee
- Strategy and Leadership Committee

Trustee appointment, induction and training

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 charity's objects. Induction and training is given to new trustees and is ongoing for existing trustees.

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 law, role and responsibilities, vision, strategy and support, as well as an overview of how the PDDE fits in with the other entities within the Diocese.

PETERBOROUGH DIOCESAN BOARD OF EDUCATION

TRUSTEES' REPORT FOR THE YEAR ENDED 31 DECEMBER 2024

Organisation structure and decision making

The Board of Education administers the charity.

A Diocesan Director of Education is appointed by the trustees to manage the day to day operations of the charity.

The staff of the PDBE are:

Peter Cantley	Director of Education
Peter French	Deputy Director of Education - left 30 April 2024
Andrew Read	Associate Director of Education - started 1 February 2025
Jane Lewis	Assistant Director of Education
Andrew Lakatos	Schools' Effectiveness Advisor
Lesley Pollard	Schools' Safeguarding Advisor
Alex Benoy	Executive Administrator - left 30 November 2024
Louise Ross	Administrator
Tish Shah	Executive Administrator - started 1 December 2024, left 11 April 2025
Corinne Broughton	Executive Administrator - started 14 April 2025

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 charity is the custodian trustee for all Voluntary Aided Church of England Schools in the Diocese except in cases where it is the actual trustee either by right of the trustee document or following an order under section 86 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.

PETERBOROUGH DIOCESAN BOARD OF EDUCATION

TRUSTEES' REPORT FOR THE YEAR ENDED 31 DECEMBER 2024

Achievements and performance

Support and Challenge for Church School Leaders

All our schools continued to benefit from many free services provided by the DBE Education Team. In addition, 95% of our schools bought into our SLA at the highest level, the Gold Level, far above the level of DBE engagement from Church schools in many dioceses; providing access to a high quality programme of courses, conferences and consultancy support, all year round. We continued to receive very positive feedback on all aspects of the services we provide. The main focus of our support was for school leaders and what was particularly pleasing in 2024 was the commitment shown by our headteachers to attending our termly headteachers' conferences; on average, 89 attended each one, with 100% of attendees finding them helpful, and 92% rating them as very useful or extremely useful. Consequently, our Ofsted and SIAMS inspection reports reflect this continuing progressional development of the leaders in our schools and the benefits this brings to the children and young people in our care.

Stewardship of our Educational Governance and our System Leadership

As a DBE, we continued to exercise strong stewardship of our governance across 8 multi-academy trusts (to which 63 of our Church academies and a further 54 academies belong, educating 31,667 pupils every day), whilst also contributing strongly towards the governance of 5 standalone academy trusts, 13 voluntary aided schools, 22 voluntary controlled schools and 4 local authority education committees and forums. The DBE provided training for 67 governors, including a first Governors' Conference at Kettering Park Hotel. Moreover, the DBE Directorate held regular meetings with the DfE Regional Director, to coordinate wider support for schools and academies. The Directorate also contributed to the work of the Church of England nationally in education, particularly through the leadership of SIAMS inspections in other dioceses and providing quality assurance feedback to the national Church of England Education Office on SIAMS inspections.

School Chaplaincy

The DBE was interested to discover more about the different models of chaplaincy in our schools, inviting School Chaplains to the May full board meeting. Schools such as Uppingham are able to bring the whole school together for worship in their Chapel on every school day, whereas in most other schools there is a mixture of tutor group collective worship and year group or house worship. Serving a diverse school community, with few church connections, requires worship to be particularly inclusive, invitational and contemporary, in a school such as the Malcolm Arnold Academy, for example, but most of our Church England secondary schools are able to build on strong churchgoing traditions amongst a significant proportion of their families. Most of our School Chaplains are ordained priests in the Church of England, spanning Anglo-Catholic, liberal, evangelical and charismatic traditions, and with one serving as a Lay Chaplain, having previously pursued a career as a midwife in the NHS. All spoke with passion about their callings to School Chaplaincy and are a great blessing to their school communities. Over 200 young people were confirmed in diocesan secondary schools in 2024, which is tremendously encouraging. The DBE was also amazed to hear that some young people had come to faith online during the pandemic, but concerned to hear that these young people in our schools are struggling to find a church which is addressing the kind of questions they are asking. The School Chaplains also gathered for a day of fellowship and teaching at Uppingham School in June, led by The Rt Revd James Newcome.

PETERBOROUGH DIOCESAN BOARD OF EDUCATION

TRUSTEES' REPORT *FOR THE YEAR ENDED 31 DECEMBER 2024*

Achievements and performance

The DBE Education Team and DBE members

There were some significant changes to the DBE staff team and DBE membership over the year. Revd Peter French, Deputy Director of Education, who had moved to a part-time role, owing to chemotherapy, retired on grounds of ill health at the end of April. From May Canon Andrew Read, former Director of Education from Ely Diocese, was externally commissioned to provide interim consultancy and advice, as we considered how to cover Peter's responsibilities with a view to later publicly advertising a more permanent role. Ziggy Brown joined us as our new RE Adviser, and Emma Mercer, Head of Clipston CE Endowed School, joined our team of Diocesan Schools Consultants; both from the beginning of September. Then, at the end of the year we said farewell to a much-valued DBE member, Revd James Saunders, who had served as Senior Chaplain at Uppingham School and Director of Safeguarding at the Uppingham Group Schools for many years, as well as Chair of The Rutland Learning Trust, and who became Vicar of St Mary's Church in Nottingham in December.

The Performance of Church Schools Inspected by SIAMS (Statutory Inspection of Anglican and Methodist Schools) in 2023-2024

The year 2023/24 was one of significant changes for SIAMS. This was the first full year of schools being inspected under the SIAMS Framework 2023. This framework focusses heavily on the vision of the school and how the school, through its distinctive Christian vision, is enabling pupils and adults to flourish. Through 6 inspection questions, and an additional one for VA (or formerly VA schools) about the quality of RE teaching, assessment and pupil progress, inspectors work with school leaders to answer the questions. The context of the school is also key to the inspector making their judgement. Every school serves a very different context, and it is essential that the vision reflects the school context to best serve the adults and pupils.

The outcome of the inspection is reflected in the school being awarded either Judgement 1 or 2. The wording for Judgement 1 states that: 'Through its vision and practice the school is living up to its foundation as a Church school and is enabling pupils and adults to flourish'. The wording for Judgement 2 states that: 'The school's vision and practice are not enabling it to fully live up to its foundation as a Church school. This is for the following reasons...' (A carefully crafted set of words are used to express why the school has been given this judgement). It is clear that, in many cases, this does not mean the Church school is not doing some things well and living out its deeply rooted Christian vision in some areas of school life. However, the inspector has found insufficient evidence to be sure this is the case regarding all 6 Inspection Questions, and therefore the school is given Judgement 2.

Across the Diocese of Peterborough there have been 26 inspections carried out in 2024 under this framework. They are as follows: Pattishall, Brixworth, Cranford, Eye, Little Houghton, Paulerspury, Pytchley, St Andrews – Kettering, St Barnabas, St James, Barnack, Castor, Harpole, Mears Ashby, St Mary's – Kettering, St Nicholas – Cottesmore, Syresham, Clipston, All Saints – Wellingborough, Exton and Greetham, Greens Norton, Loddington, Ryhall, Stanion, Titchmarsh, Trinity. All have been awarded Judgement 1. The DBE and Diocesan Education Team are delighted with this outcome. It bears testament to the hard work, commitment and vision of school leaders, governors and teachers across these schools.

PETERBOROUGH DIOCESAN BOARD OF EDUCATION

TRUSTEES' REPORT FOR THE YEAR ENDED 31 DECEMBER 2024

The Performance of Church Schools Inspected by SIAMS (Statutory Inspection of Anglican and Methodist Schools) in 2023-2024 (continued)

Nationally there have been 904 inspections across 2023/2024. As the table below shows the vast majority of these have received a Judgement 1 with just 20 receiving Judgement 2.

	J1		J2	
	Number	%	Number	%
Diocese Schools	26	100	0	0
National Schools	884	97.7	20	2.3

Strengths are identified in all reports. Those noted for schools in the Diocese of Peterborough tend to reflect those in schools nationally. These include a secure, deeply rooted Christian vision driving the work of the school. Collective worship that inspires and motivates pupils and adults to live out the vision and so be courageous advocates in their school and community. Developing pupils' spirituality is a key area in this framework and this has been noted as a strength in many of the reports for the diocese. Along with many other Church schools across the country RE often features as a development point. This ranges from ensuring a curriculum that meets the needs of all learners and takes a worldviews approach, to continuing professional development for teachers. Ziggy Brown, our RE Adviser who began work in September 2024, is working with schools on a range of issues related to RE to ensure the best outcomes in this area for pupils. Over her first term in post Ziggy has worked with almost ¼ of our 103 schools. In addition, she has worked with schools in, and leaders of, 3 multi-academy trusts, supporting developments in RE. Her work includes helping schools in their preparation for SIAMS, developing the RE curriculum with school leaders in line with our Diocesan Syllabus for RE, providing INSET (In Service Training) for school staff on a range of issues related to teaching and resourcing RE. Ziggy has produced a newsletter outlining good practice in RE and led a network meeting for RE leaders. The impact of her work is already quite significant with schools commenting on her knowledge and professionalism in helping them to move forward with RE, dealing with some of the issues raised in the national SIAMS report.

In her national report, published in September 2024, Margaret James, the National Director of SIAMS said this: 'As National Director of SIAMS, I would like to thank everyone who is involved with SIAMS inspection – school, diocesan, and MAST leaders, inspectors, quality assurance inspectors, and the national SIAMS team. All are playing their part in ensuring that pupils who attend Church of England and Methodist schools are receiving an education that is rooted in the Christian principles of dignity, equity, fullness of life, and human flourishing - an education that unashamedly puts love at its heart.' Underpinning all SIAMS inspections is that they should be carried out 'in a Christian manner', with humility, empathy, respect, integrity and wisdom. Inspectors bring a vast range of backgrounds and experiences of Church schools to their inspection work, but these are the values that unite the work that is done in the name of the Church of England.

In order to continue ensuring our schools aspire to be the very best they can be, the Diocesan Board of Education has introduced the 'Church School Excellence Award'. The Director, Associate Director and the Assistant Director meet each half-term to consider whether schools that have been given Judgement 1 should receive this award. Other evidence is taken into account in making this decision, such as the outcomes of a recent Ofsted report, logs of visits by Diocesan Schools Consultants etc. A plaque is presented to schools achieving this at a visit by either a Bishop or an Archdeacon, accompanied by a member of the Diocesan Education Team. During 2024 the following schools were presented with the award: Little Houghton, St Mary's – Kettering, Barnack, St Andrews – Kettering, St Nicholas – Cottesmore, St James. During the spring term 2025 presentations will be made at Stanion, All Saints – Wellingborough and Exton and Greetham, following their very successful SIAMS inspections in the autumn term of 2024. These presentation events are proving to be times of real celebration for the school and community providing much needed opportunities to acknowledge the work of the school in all its dimensions as it lives up to, and promotes, its distinctly Christian vision that is deeply rooted in the life of the school.

PETERBOROUGH DIOCESAN BOARD OF EDUCATION

TRUSTEES' REPORT

FOR THE YEAR ENDED 31 DECEMBER 2024

The Performance of Church Schools Inspected by Ofsted in 2024

Since January 2024, Ofsted has conducted 21 inspections of schools in the diocese. Of these, 5 have been conducted under the new 'no overall grading' system. In an effort to enhance comparability and manageability of Ofsted outcomes data, we have allocated a best-fit overall judgment, based on the previous criteria.

Of the previously inspected 'Good' schools (18), all were reclassified as 'Good'. Additionally, one school, previously judged as 'Requires Improvement', improved its grading to 'Good'. Furthermore, two previously 'Outstanding' schools were also inspected during this period. One of these schools maintained its 'Outstanding' grading, while the other achieved a 'Good' rating.

Peterborough Diocese Ofsted Outcomes, as of December 2024, compared to National Ofsted Outcomes, most recently reported in August 2024

Combined 'Outstanding' and 'Good' outcomes place us above national, regional and diocesan averages. Previous years' figures here are provided to support analysis of performance.

Inspections under May 2019 Ofsted Framework

Year	Outstanding			Good			Requires improvement			Inadequate		
	24	23	22	24	23	22	24	23	22	24	23	22
	%	%	%	%	%	%	%	%	%	%	%	%
Diocese Primary	5	7	12.7	90	87	81.4	5	6	5.9	0	0	0
National Primary	11	14	16	81	76	72	7	8	9	1	2	3
Diocese Secondary	33	33	33	33	33	33	33	33	33	0	0	0
National Secondary	15	15	20	70	66	56	13	13	15	3	5	7
Diocese Primary and Secondary	5.8	7.8	12.7	88.3	85.4	81.4	5.8	6.8	5.9	0	0	0
National Primary and Secondary	14	16	17	77	73	71	8	9	8	2	3	3

Admission Appeals

All appeals progressed well. Year 7 intake appeals increased from 116 appeals last year to 176 appeals in 2024. We also saw a high number of in-year appeals. Our Appeals Clerk, Robert Hargroves, has also been able to recruit and begin training 6 new panellists who will be ready to participate in appeals in time for the busiest part of 2025.

PETERBOROUGH DIOCESAN BOARD OF EDUCATION

TRUSTEES' REPORT FOR THE YEAR ENDED 31 DECEMBER 2024

Peterborough Diocese Education Trust (PDET)

2024 was the tenth year of operation of Peterborough Diocese Education Trust. PDET has grown to consist of 35 academies, over 6,000 children and 1,000 staff and is one of the 25 largest multi-academy trusts in the country. The trust has grown by two schools in 2024 and is expecting another school to join the trust imminently. The 35 primary schools in the PDET family vary in size and are located in geographical contexts ranging from urban to rural settings.

During PDET's tenth year, the Board of Directors reviewed the trust's Vision Statement and, following key stakeholder engagement decided upon five new trust-wide values:

The Vision Statement: *'For every child, within our Trust, to experience an excellent education and to realise their God-given potential to flourish. Working together as one, through the affirmation of God's love within a distinctly Christian ethos, we aim to educate for: wisdom and knowledge, hope and aspiration, community and living well together and dignity and respect.'*

Values: *Wisdom, Respect, Belonging, Service and Hope.* The values serve to underpin the trust's aspirations for inclusivity and excellence as outlined in its theologically rooted Christian foundation.

The end of the academic year 2023-2024 brought the trust's three-year strategic plan 2021-24 to an end and hence, brought an assessment of the trust's position. This encompassed the following headline statements regarding external validation through inspections and reviews:

External validation, through inspections, has supported the view that the educational offer that the trust provides is strong. It has also supported the view that PDET's school improvement strategy is robust and effective, evidenced by:

- Ofsted outcomes. The trust has experienced 33 inspections during the last 3 years (8 in 2024) and 100% have been judged to be good or better. Such inspections have focussed on the quality of education, personal development, behaviour and attitudes (including attendance) and early years provision.
- SIAMS (Church School Inspection) outcomes: 13 inspections have taken place in the trust during the last 3 years (6 in 2024) and 100% have been good or better / J1 outcomes. i.e. the school is living up to its foundation as a Church school and is enabling pupils and adults to flourish. Two schools in the trust have also been awarded the DBE's Award for Excellence, following particularly strong SIAMS outcomes in 2024: St James CE Primary School, Northampton and St Andrew's CE Primary School in Kettering.

Quotes from their SIAMS reports include the following:

'Wellbeing and inclusion are at the heart of the school. It embraces adults and pupils so that their lives are enhanced and for many, transformed.' - St Andrew's

'St James is a beacon of hope and possibility at the heart of a richly diverse community.' - St James

The trust continues to procure the services of three Diocesan School Consultants, in a bespoke way. These consultants provide quality support and serve each individual school's needs most effectively.

PETERBOROUGH DIOCESAN BOARD OF EDUCATION

TRUSTEES' REPORT

FOR THE YEAR ENDED 31 DECEMBER 2024

Peterborough Diocese Education Trust (PDET) (continued)

External validation, through reviews focussing on the effectiveness of provision in three different areas, was also gained in 2024. Such reviews focussed upon Safeguarding, by Browne Jacobson; Teaching and Learning through a CEFEL (Church of England Foundation for Educational Leadership) Peer Review and SEND by a NASEN (National Association for Special Educational Needs) expert. Feedback included the following:

'A trust-wide, shared approach to pedagogy is clearly a significant strength at PDET...The CEO, Director of Education and Lead AIO's knowledge of the trust's schools and leaders is highly impressive.' - CEFEL Peer Review

'The Board's knowledge of safeguarding is strong, with a good connection to front line safeguarding issues and an awareness of relevant risks in particular schools.' - Browne Jacobson

'This review took a deep look into the systems and processes to support SEND across the trust and these were found to be of exceptionally high quality. The trust has an exemplary approach to inclusion, SEND in particular and in supporting its pupils and their families.' - NASEN Expert

The PDET Board of Directors has now drawn up another strategic plan which will guide the work of the Executive for the next five years.

New School Buildings and Building Projects

Through a partnership with North Northamptonshire Council and PDET, the DBE secured brand-new purpose-built school buildings for Wilby CE Primary School, which has now been renamed The Glenvale CE Primary School, reflecting its new location on Glenvale Park in Wellingborough.

The Finance Officer managed the funding for the following building projects using SCA (Schools condition allocation) funding, with some projects also using DFC (Devolve Formula Capital) to support the total project costs below:

West Northamptonshire	Tiffield	£118,000	Wall/Windows
West Northamptonshire	Newbottle and Charlton	£62,000	Asbestos
North Northamptonshire	Stanion	£148,000	Roof

Other major projects that were allocated SCA funding during 2025 and are expected to commence in 2025 include: Newbottle & Charlton – fencing and Peterborough All Saints - roof terracing.

Meetings of the Board of Education

The Board met as a full Board 3 times during the year, in January, May and September. The Board continued to develop its strategy for the development of Church schools and academies, whilst responding to the many and various needs of schools and trusts. The work of the Board was supported by frequent meetings of the Board's Executive Committee and by regular meetings of its other Committees: Schools' Standards and Effectiveness, Strategy and Leadership, and Resource Management. Of these other Committees, Schools' Standards and Effectiveness continued to meet the most frequently, to encompass an extensive annual programme of school performance reviews with multi-academy trust leaders and the heads of schools causing concern, reflecting the Board's commitment to maximising its impact on school improvement.

PETERBOROUGH DIOCESAN BOARD OF EDUCATION

TRUSTEES' REPORT FOR THE YEAR ENDED 31 DECEMBER 2024

Financial review

Principal Funding Sources

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

Reserves & Management

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 PDBE had no unrestricted reserves - but can use expendable s554 monies. 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 PDBF has agreed an annual grant for the next two years, with an expected on-going commitment. 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 PDBE 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:

The risk that there is a lack of clarity of responsibility for financial management, policies and procedures, including lack of commercial banking arrangements leading to material errors in administration.

The mitigation strategies in place for this are:

- Close liaison with the Diocesan Board of Finance to support
- Agreement of new processes and procedures for financial transactions, budget setting and monitoring.

PETERBOROUGH DIOCESAN BOARD OF EDUCATION

TRUSTEES' REPORT FOR THE YEAR ENDED 31 DECEMBER 2024

Principal risks and uncertainties (continued)

The risk that there is a loss of "Corporate Memory" due to staff and trustee turnover leading to inefficient practices or decisions made without understanding of consequences.

The mitigation strategies in place for this are:

- 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.

The risk that there is a 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.

The mitigation strategies in place for this are:

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

Thank you

The DBE is indebted to numerous volunteers who serve as Board Members, Foundation Governors, Chairs, Directors, Bishop's Visitors, Bishop's School Supporters and SACRE Representatives; as well as to the support of so many clergy and parachurch organisations and charities, which give tremendous support to our schools and academies. Our Church schools continue to be at the centre of our local communities, working in partnership with churches, local food banks and social services. We are truly grateful to all our Church schools for the vital part that they play in our diocese, and look forward to continuing to help equip, support, guide and inspire them in their mission and ministry in 2025.

This report was approved by the board of trustees on

15th October 2025.

On behalf of the board



Venerable Richard Ormston
Chair of Trustees

**PETERBOROUGH DIOCESAN BOARD OF EDUCATION
INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF
PETERBOROUGH DIOCESAN BOARD OF EDUCATION
FOR THE YEAR ENDED 31 DECEMBER 2024**

I report on the accounts of the charity for the year ended 31 December 2024, which are set out on pages 14 to 28.

Respective responsibilities of trustees and examiner

The trustees are responsible for the preparation of the accounts. The charity's trustees consider that an audit is not required for this year under section 144 of the Charities Act 2011 (the 2011 Act) and that an independent examination is needed.

It is my responsibility to:

- examine the accounts under section 145 of the 2011 Act;
- follow the procedures laid down in the general Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act;
- state whether particular matters have come to my attention.

Basis of independent examiner's report

My examination was carried out in accordance with the general Directions given by the Charity Commission. An examination includes a review of the accounting records kept by the charity and a comparison of the accounts presented with those records. It also includes consideration of any unusual items or disclosures in the accounts, and seeking explanations from you as trustees concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in an audit and consequently no opinion is given as to whether the accounts present a 'true and fair view' and the report is limited to those matters set out in the next statement.

Independent examiner's statement

In connection with my examination, no matter has come to my attention which gives me cause to believe that in, any material respect:

- accounting records were not kept in accordance with section 130 of the Charities Act; or
- the accounts do not accord with such records; or
- 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.; or
- the accounts have not been prepared in accordance with the Charities SORP (FRS 102).

I 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.

Since the charity's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the Act. I confirm that I am qualified to undertake the examination because I am a member of the Institute of Chartered Accountants in England and Wales, which is one of the listed bodies.

Kerry Hilliard ACA FCCA CTA
Price Bailey LLP
36 Tyndall Court
Commerce Road
Lynchwood
Peterborough
PE2 6LR

Date:

PETERBOROUGH DIOCESAN BOARD OF EDUCATION

STATEMENT OF FINANCIAL ACTIVITIES FOR THE YEAR ENDED 31 DECEMBER 2024

	Note	Unrestricted Funds £	Restricted Funds £	Endowment Funds £	Total 2024 £	Total 2023 £
Income:						
Income from charitable activities	2	163,978	-	-	163,978	132,025
Income from other activities	3	168,313	68,000	-	236,313	170,168
Investment income	4	65,018	-	21,418	86,436	68,105
Total income		397,309	68,000	21,418	486,727	370,298
Expenditure:						
Charitable activities	6	376,178	37,048	28,464	441,690	391,660
Total expenditure		376,178	37,048	28,464	441,690	391,660
Net income for the year before investment gains		21,131	30,952	(7,046)	45,037	(21,362)
Net gains on investments	11	-	-	24,528	24,528	166,620
Transfer between funds		(21,131)	-	21,131	-	-
Net movement in funds for the year		-	30,952	38,613	69,565	145,258
Fund balances transferred from Peterborough Diocesan Board of Finance		-	-	-	-	2,255,946
Fund balances brought forward		-	335,004	2,066,200	2,401,204	-
Fund balances carried forward		-	365,956	2,104,813	2,470,769	2,401,204

For detailed fund by fund comparisons, a copy of the 2023 Statement of Financial Activities is included in note 20

The notes on pages 16 to 28 form part of these financial statements

PETERBOROUGH DIOCESAN BOARD OF EDUCATION

BALANCE SHEET AS AT 31 DECEMBER 2024

	Note	2024		2023	
		£	£	£	£
Fixed assets					
Investments	11		1,821,407		1,796,879
			<u>1,821,407</u>		<u>1,796,879</u>
Current assets					
Debtors	12	37,290		47,288	
Cash at bank and in hand		857,969		637,712	
		<u>895,259</u>		<u>685,000</u>	
Creditors: amounts falling due within one year	13	<u>(245,897)</u>		<u>(80,675)</u>	
Net current assets			649,362		604,325
Net assets			<u>2,470,769</u>		<u>2,401,204</u>
Funds of the charity					
Unrestricted funds	14		-		-
Restricted funds	14		365,956		335,004
Endowment funds	14		2,104,813		2,066,200
Total charity funds	15		<u>2,470,769</u>		<u>2,401,204</u>

The financial statements were approved by the Board of Trustees on

15 October 2025



Venerable Richard Ormston
Chair of Trustees

The notes on pages 16 to 28 form part of these financial statements

PETERBOROUGH DIOCESAN BOARD OF EDUCATION

NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 DECEMBER 2024

1 Accounting policies

The principal accounting policies adopted, judgements and key sources of estimation and uncertainty in the preparation of the financial statements are as follows:

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 and buildings being measured at fair value through income and expenditure within the Statement of Financial Activities. The financial statements are presented in sterling which is the functional currency of the charity.

The financial statements have been prepared to give a 'true and fair' view and have departed from the Charities (Accounts and Reports) Regulations 2008 only to the extent required to provide a 'true and fair view'. This departure has involved following the Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland issued in October 2019 rather than the Accounting and Reporting by Charities: Statement of Recommended Practice effective from 1 April 2005 which has since been withdrawn.

The Charity constitutes a public benefit entity as defined by FRS 102. The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland issued in October 2019, the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102), the Charities Act 2011 and UK Generally Accepted Accounting Practice.

1.2 Preparation of the accounts on a going concern basis

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 in the year in which they are receivable, except for monies which are for specific periods crossing over the year end.

Grant from Peterborough Diocesan Board of Finance

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

PETERBOROUGH DIOCESAN BOARD OF EDUCATION

NOTES TO THE ACCOUNTS

FOR THE YEAR ENDED 31 DECEMBER 2024

1 Accounting policies (continued)

1.4 Expenditure and irrecoverable VAT

All resources expended are accounted for gross, and in the period in which they are incurred. VAT is not recoverable by the charity and as such is included in the relevant costs in the Statement of Financial Activities.

Charitable expenditure comprises those costs incurred by the charity in the delivery of its activities and services for its beneficiaries. It includes both costs that can be allocated directly to such activities and those costs of an indirect nature necessary to support them.

Governance costs include those costs associated with meeting the constitutional and statutory requirements of the charity and include the accountancy fees and costs linked to the strategic management of the charity.

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

Staff who were formerly employed by Peterborough Diocesan Board of Finance, participate in a direct contribution scheme at the same employer's contributory rate.

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.

1.8 Investments

Investments are shown at market value at the balance sheet date with any gain or loss taken to the Statement of Financial Activities. Investments held by the Board as custodian trustee are not included in these financial statements.

Realised gains or losses on investments are recognised when investments are sold. Unrealised gains or losses are accounted for on the revaluation of investments.

Investments and their gains and losses are allocated to funds based upon the nature of the investment source.

PETERBOROUGH DIOCESAN BOARD OF EDUCATION

NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 DECEMBER 2024

1 Accounting policies (continued)

1.9 Debtors

Debtors are recognised at the settlement amount due after any discount offered. Prepayments are valued at the amount prepaid net of any discounts due.

1.10 Creditors and provisions

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

1.11 Cash at bank and in hand

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

1.12 Fund accounting

Funds held by the charity are:

Unrestricted general funds - these are funds which can be used in accordance with the charitable objects at the discretion of the trustees.

Restricted funds - these are funds that can only be used for particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

Endowment funds - these are funds consist of funds where there are imposed restrictions on their use.

Further explanation of the nature and purpose of each fund is included in the note 15 to the accounts.

PETERBOROUGH DIOCESAN BOARD OF EDUCATION

NOTES TO THE ACCOUNTS

FOR THE YEAR ENDED 31 DECEMBER 2024

2 Income from charitable activities

	Total 2024 £	Total 2023 £
Appeal income	34,550	29,270
SLA income (including courses and conferences)	129,428	102,755
	<hr/> 163,978 <hr/>	<hr/> 132,025 <hr/>

3 Income from other activities

	Total 2024 £	Total 2023 £
Grant income from PDBF	235,312	163,231
Capital management fee	471	6,764
Sundry income	530	173
	<hr/> 236,313 <hr/>	<hr/> 170,168 <hr/>

4 Investment income

	Total 2024 £	Total 2023 £
Rents received	21,418	20,176
Dividends received	31,308	30,281
Interest received	33,710	17,648
	<hr/> 86,436 <hr/>	<hr/> 68,105 <hr/>

5 Income and expenditure netted off

The Diocesan Accounts Group (DAG) recommends that Education income and expenditure relating to building projects entered into by the Governing bodies of Voluntary Aided Schools is not included in SOFA other than as short term loans repaid by ESFA Grants and Governors contributions. This is due to the PDBE not acting as principal in the arrangements. The effect of this recommendation is that £374,968 of receipts and payments does not appear in the SOFA as it is effectively "netted off".

Additionally, the monies held by the DBE are not recognised in the balance sheet as they are holding this as custodian trustee and it is shown in note 19 to these accounts.

PETERBOROUGH DIOCESAN BOARD OF EDUCATION

NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 DECEMBER 2024

6 Charitable expenditure

	Total 2024 £	Total 2023 £
Salaries	244,583	246,696
Travel	9,374	8,674
Meeting costs	2,591	1,445
Hospitality costs	1,150	628
Staff development	1,176	490
Consultant costs	52,376	29,149
Appeal costs	22,510	19,815
Other s554 costs	28,464	41,431
Conference costs	41,124	22,700
Stationery and postage	465	844
Telephone	110	190
Books	87	93
Photocopier costs	910	385
Legal and professional	19,231	4,077
SIAMS costs	5,500	5,500
Sundry	5,993	1,320
Subscriptions	2,255	1,952
Bank charges	95	-
Governance costs (note 7)	3,696	6,271
	441,690	391,660

7 Governance costs

	Total 2024 £	Total 2023 £
Legal fees relating to charity setup	-	2,700
Trustee indemnity insurance	2,046	2,017
Independent examination	1,650	1,554
	3,696	6,271

PETERBOROUGH DIOCESAN BOARD OF EDUCATION

NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 DECEMBER 2024

8 Net income for the year

This is stated after charging:

	2024 £	2023 £
Independent examiner's fee	1,650	1,554

9 Analysis of staff costs and numbers

	2024 £	2023 £
Salaries and wages	210,467	206,155
Social security costs	16,690	20,753
Pension costs	17,426	19,789
	<u>244,583</u>	<u>246,697</u>

The number of staff whose emoluments (including benefits in kind but excluding national insurance and pension contributions) amounted to more than £60,000 were as follows:

	2024	2023
£70,000 - £79,999	1	1
£60,000 - £69,999	-	1

The average staff numbers during the year are as follows:

	2024	2023
Average monthly head count during the year	<u>7</u>	<u>7</u>
Average number of full-time equivalent employees during the year	<u>4</u>	<u>4</u>

The charity considers its key management personnel comprises the trustees and the Director and Deputy Director of Education. The total employment benefits (including pension contributions) for the year of the key management personnel were £134,153 (2023 : £149,517).

10 Trustee expenses

No remuneration has been paid to the trustees during the year.

No expenses have been reimbursed to the trustees during the year.

PETERBOROUGH DIOCESAN BOARD OF EDUCATION

NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 DECEMBER 2024

11 Fixed assets investments

	Investment properties £	Unlisted investments £	Total £
Market value at 1 January 2024	725,250	1,071,629	1,796,879
Revaluation in year	-	24,528	24,528
Market value at 31 December 2024	<u>725,250</u>	<u>1,096,157</u>	<u>1,821,407</u>
Historical cost	<u>630,301</u>	<u>750,000</u>	<u>1,380,301</u>

The investment properties were valued as at 31 December 2023 by Andrew Granger & Co Ltd, Chartered Surveyors. The basis of valuation was on an open market basis based on existing use and prevailing permissions.

All the unlisted investments of the Board are in the CCLA Investment Fund.

12 Debtors

	2024 £	2023 £
Trade debtors	11,525	18,485
Other debtors	10,865	23,557
Prepayments	14,900	5,246
	<u>37,290</u>	<u>47,288</u>

13 Creditors: amounts falling due within one year

	2024 £	2023 £
Trade creditors	167,095	-
Other creditors	3,652	13,155
Accruals and deferred income	66,747	67,520
Taxation	8,403	-
	<u>245,897</u>	<u>80,675</u>

PETERBOROUGH DIOCESAN BOARD OF EDUCATION

NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 DECEMBER 2024

14 Movement in funds

	At 1.1.24 £	Net movement in funds £	Transfer between funds £	At 31.12.24 £
Unrestricted fund				
General fund	-	21,131	(21,131)	-
Restricted funds				
Section 554 capital	335,004	-	-	335,004
Religious Education Adviser funding	-	27,212	-	27,212
Diocesan Schools Consultant funding	-	3,740	-	3,740
Expendable Endowment fund				
Section 554 fund	2,066,200	17,482	21,131	2,104,813
Total Funds	2,401,204	69,565	-	2,470,769

Net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Gains and losses £	Movement in funds £
Unrestricted fund				
General fund	397,309	(376,178)	-	21,131
Restricted fund				
Religious Education Adviser funding	40,000	(12,788)	-	27,212
Diocesan Schools Consultant funding	28,000	(24,260)	-	3,740
Expendable Endowment fund				
Section 554 fund	21,418	(28,464)	24,528	17,482
Total Funds	486,727	(441,690)	24,528	69,565

The transfer in the year, between the General fund and the s554 income Fund is to fund the deficit on this fund, as costs allocated exceeded the income generated.

Revaluation Reserve

Included in the fund balances above is a revaluation reserve of £94,949 (2023 - £94,949) relating to investment properties and £327,410 (2023 - £302,882) relating to investments. At 31 December 2024, the revaluation reserve totalling £422,359 (2023 - £397,831) is allocated to the Expendable Endowment fund.

Restricted funds

Religious Education Adviser funding

Funding was received from the PDBF to fund the salary and on costs for a Religious Education Adviser. The adviser was appointed in September 2024.

Diocesan Schools Consultant funding

Funding was received from the PDBF to fund additional remuneration for Diocesan Schools Consultants.

PETERBOROUGH DIOCESAN BOARD OF EDUCATION

NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 DECEMBER 2024

14 Movement in funds (continued)

Endowment fund

Section 554 capital fund

The income of these funds primarily represents income from the Department for Education and Skills for specific building projects and repairs carried out during the year. The Education Act 1996 fund balance is made up of sale proceeds from closed schools and is used primarily towards improvement costs at Church Aided Schools.

These principally represent funds and income held under trusts arising from the sale of redundant educational properties. The Board as trustees may, after payment of any expenses incurred in connection with the administration of the trusts, apply the capital and income of the relevant trust assets for any of the following purposes:

in or towards the purchase of a site for, or the erection, improvement or enlargement of:

- the premises of any relevant school in the area
- the premises of a teacher's house for use in connection with any relevant school in the area
- for the maintenance of any relevant school in the area or of a teacher's house for use in connection with any relevant school in the area.

The income arising from these trusts may additionally be used, after payment of any expenses incurred in connection with the administration of the trust, for any of the following purposes:

- in or towards the provision of advice, guidance and resources (including materials) in connection with any matter related to the management of, or education provided at, any relevant school in the area
- the provision of services for the carrying out of any inspection of any relevant school in the area required by Part I of the School Inspection Act 1996 (a); and
- to defray the cost of employing or engaging staff in connection with the application of capital or income of the relevant trust assets.

15 Analysis of charitable funds

	Unrestricted funds £	Restricted funds £	Endowment funds £	Total £
Fund balances at 31 December 2024 are represented by:				
Investments	-	-	1,821,407	1,821,407
Current assets	245,897	912,025	283,406	895,259
Current liabilities	(245,897)	-	-	(245,897)
Net assets	-	912,025	2,104,813	2,470,769

PETERBOROUGH DIOCESAN BOARD OF EDUCATION

NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 DECEMBER 2024

16 Funds transferred from Peterborough Diocesan Board of Finance

At 31 December 2022, the Diocesan Board of Education (DBE) became its own separate entity, rather than being part of the Diocesan Board of Finance (DBF).

On 1 January 2023, the assets and liabilities of the DBE were transferred from the DBF to the DBE.

The balance sheet of the DBE at that date was as follows:

		£
Fixed assets		760,000
Investments		979,476
Current assets:		
Debtors	33,288	
Cash at bank	1,092,618	
	<hr/>	
	1,125,906	
Current liabilities:		
Creditors	(609,436)	
	<hr/>	
Net current assets		516,470
		<hr/>
Net assets		2,255,946
		<hr/> <hr/>
Reserves		2,255,946
		<hr/> <hr/>

PETERBOROUGH DIOCESAN BOARD OF EDUCATION

NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 DECEMBER 2024

17 Pension costs

The charity's staff are employed by the charity, but the payroll function is administered by the Peterborough Diocesan Board of Finance (PDBF). The staff are included within the PDBF's monthly payment to the pension board.

The paragraphs below are taken from the latest PDBF accounts.

Pension Builder Scheme (PBS)

For eligible salaried employees who commenced employment after 1 January 2000, the charity participates in the Church of England Pension Builder Scheme, within the Church Workers Pension Fund, which is administered by the Church of England Pensions Board.

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

Pension Builder Classic provides a pension for members for payment from retirement, accumulated from contribution 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. Bonuses may be declared, depending upon the investment returns and other factors.

Pension Builder 2014 is a cash balance scheme that provides a lump sum that members use to provide benefits at retirement. Pension contributions are recorded in an account for each member. This account may have bonuses added by the Board before retirement. The bonuses depend on investment experience and other factors. There is no requirement for the Board to grant bonuses. The account, plus any bonuses declared, is payable from members' Normal Pension age.

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 that contributions are accounted for as if the Scheme were a defined contribution scheme. The pensions cost charged to the SoFA in the year are contributions payable.

A valuation of the scheme is carried out once every three years. The most recent 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.

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 payment at the current time.

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

PETERBOROUGH DIOCESAN BOARD OF EDUCATION

NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 DECEMBER 2024

18 Related party transactions

The Board is related to Peterborough Diocesan Board of Finance (PDBF).

The Peterborough Diocesan Board of Finance provides financial support to the charity in the form of an annual grant, and also administrative support to the charity in the form of providing accounting and payroll services at no cost.

Two of the charity's trustees are directors of the Peterborough Diocesan Board of Finance.

During the year, the charity received grants of £235,312 (2023 : £163,231) from PDBF.

19 Custodian holdings

Peterborough Diocesan Board of Education holds, as Custodian Trustee, for a number of school funds, investments and bank deposits with an aggregate value of £735,492 (2023 - £496,585), which are not included in the Balance Sheet. This includes monies from the Department for Education, which are held in individual accounts for schools for their building works. These investments are held on behalf of schools whose charitable purposes are similar to those of the PDBE. These assets are held securely and separately from those of the PDBE, which is responsible for their safe custody.

20 School building and IT projects

The Peterborough Diocesan Board of Education assists diocesan voluntary aided schools with the administration of funding for school building projects. The PDBE acts as the agent of school governing bodies in receiving funding from the Department for Education, local authorities and other funding sources and settling and matching it with the contractors' costs and professional fees. This activity of the PDBE is not reflected in the Statement of Financial Activities as the transactions are those of the school governing bodies rather than the PDBE. Total expenditure on school building projects and IT equipment during the year was £374,968 (2023 : £1,023,240).

21 Control

No one individual has overall control of the charity.

PETERBOROUGH DIOCESAN BOARD OF EDUCATION

NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 DECEMBER 2024

20 Prior year Statement of Financial Activities (SoFA)

	Unrestricted Funds £	Restricted Funds £	Endowment Funds £	Total 2023 £
Income:				
Income from charitable activities	132,025	-	-	132,025
Income from other activities	170,168	-	-	170,168
Investment income	68,105	-	-	68,105
Total income	370,298	-	-	370,298
Expenditure:				
Charitable activities	391,660	-	-	391,660
Total expenditure	391,660	-	-	391,660
Net income for the year before investment gains	(21,362)	-	-	(21,362)
Net gains on investments	-	-	166,620	166,620
Transfer between funds	21,362	-	(21,362)	-
Net movement in funds for the year	-	-	145,258	145,258
Fund balances transferred from Peterborough Diocesan Board of Finance	-	335,004	1,920,942	2,255,946
Fund balances carried forward	-	335,004	2,066,200	2,401,204