



Parents And Children Together

Revised

Trustees' Report

2024/25

Annual report by the trustees together with the audited financial statements of the charitable company for the year ending 31st March 2025

Registered charity no: 285214

Company no: 01636098

OXFORD DIOCESAN COUNCIL FOR SOCIAL WORK INCORPORATED
(A company limited by guarantee)

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Reference and administrative details

The Oxford Diocesan Council for Social Work Incorporated is a charitable company limited by Guarantee, incorporated on 17th May 1982 (Company number 1636098), and registered as a charity on 2nd September 1982 (Charity registration number 285214).

The charitable company is also known under its operating name of "Parents And Children Together" hereafter referred to as "PACT". At the balance sheet date, the company had no subsidiaries.

The Registered Office (which is also the principal place of business) is at 7 Southern Court, South Street, Reading, Berkshire, RG1 4QS. The Ofsted Adoption Agency registration number is SC049093 and in the year under review the Responsible Individual registered with Ofsted in accordance with adoption legislation is Lorna Hunt. The Registered Manager registered with Ofsted in accordance with adoption legislation is Amanda Davies.

Auditors James Cowper Kreston Audit, Apex, Forbury Road, Reading, RG1 1AX

Bankers National Westminster Bank PLC, Charing Cross Commercial Centre,
P.O. Box 39952, 2 1/2 Devonshire Square, London, EC2M 4XJ

Insurers Markel (UK) Ltd, Verity House, 6 Canal Wharf, Leeds LS11 5AS

Legal advisers Blandy and Blandy, 1 Friar Street, Reading, Berkshire RG1 1DA
(General legal matters, including data protection)

Boardman, Hawkins & Osborne LLP, 1-3 Ock Street, Abingdon, OX14 5AL (Legal advice relating to adoption matters)

Worknest, Woodhouse, Church Lane, Aldford, Chester CH3 6JD (Legal advice relating to employment matters)

Connected charities

PACT has a strong historical connection with the Diocese of Oxford and receives a grant from the Oxford Diocesan Board of Finance (registered charity no. 247954).

Chair and CEO overview

"We continue to be impressed by the breadth of excellent work carried out by our passionate and committed teams at PACT. The difference that our work makes to so many children, families and women is never taken for granted. We believe that one of the reasons why our support is so well received is that our teams keep our beneficiaries central to everything that we do, ensuring their voice is included in how we deliver our services now and shape them for the future.

We are fortunate to not only have an excellent team of staff, but also a wonderful team of generous volunteers who support our work, including our board of trustees, who also volunteer their time. This year we sadly said goodbye to some very committed and much-valued trustees, but were also able to welcome a number of new trustees, who bring a wealth of professional and lived experience to our board which will be of great benefit for PACT.

PACT prides itself on having robust governance processes in place, with a well-considered skillset on the board, able to provide the support and challenge PACT needs as required. The annual trustee board away day has proved itself to be an excellent addition to our Board meeting cycle, enabling trustees and the senior management team to have space to work through strategic decisions and planning.

Our strategy, business plan and budget setting process continue to serve PACT well and we are pleased that through careful budget management and good decision making the organisation has had a positive year end result.

PACT has a strong commitment to equality, diversity, equity and inclusion (EDEI) and we were delighted to launch our co-produced EDEI Strategy in the year and to keep that co-production a focus by working together with our staff teams on shaping the action plan underpinning it. The engagement across the whole organisation in this important piece of work has been truly inspirational and we are looking forward to working and learning together as we continue on our EDEI journey as an organisation.

We know that times are challenging and that right now many of our beneficiaries need us more than ever. The complexity of need for many of the children, families and women supported by PACT has continued to increase, as has the demand for our services. We continue to be impressed with the creativity and tenacity shown by our staff and volunteers in responding to these needs and are mindful that it is a privilege to be able to provide the services and support.

We are incredibly grateful to our staff, volunteers, friends, partners, funders and supporters and everyone who has helped PACT deliver our services over the year."

Natausha van Vliet, CEO and Wes Cuell, Chair of the Board of Trustees



Feedback from beneficiaries

"I've been very grateful for the support offered by the Strengthening Families Team. It has been a great format to reflect, discuss and vent and has been extremely productive in finding solutions to help our children and our family to settle. Our sessions have helped us prioritise our family's needs as well as to help us recognise the progress our children are making."

- PACT adoptive family

"It was good. Can we do it again next term? I really enjoyed singing; I like singing a lot. I liked meeting new friends. I get nervous before I come and then when I am here, I enjoy it a lot."

- Child who joined PACT's choir for adopted children

"We've done many therapy sessions and had many social workers, family support workers etc and none of these have had such a positive and immediate impact on us."

- Parent who accessed support from the Bounce Back 4 Kids service with their child

"A privilege and so helpful as an adoptive parent to hear all these stories so they can inform my parenting and how I can attend to the needs my child... thank you."

- Parent who did an eLearning course on CATCH

"I'm a social worker - I thought this was a valuable webinar and will recommend to all of my adopters. I found it helpful to have the message reinforced that behaviours are likely beyond a child's capacity to control or understand when in that moment."

- Adoption social worker using CATCH

"This webinar really spoke to me. I could get a real sense of the emotional challenges that reunification could bring for all involved. The child, the foster carers and the birth family. I now feel that I have a better understanding of the need for emotional resilience and the importance of asking for help and talking about it openly."

- Parent using CATCH

"The support from Alana has kept my head above water. It's a holistic support network in which I've received both individual support that is relevant to my own personal situation but also been able to connect with other women who have experienced similar issues through the family court, which accentuates postseparation abuse. The abuse I've suffered has taken me to the depths of no return and just when I thought I couldn't go on, Alana stepped in and pulled me back out. I'm not there yet and I'm not through my personal situation, but it's comforting to know that Alana will stick with me until this hell is over. I am forever grateful for their continued support - they have such a vast breadth of experience and skills to help people like me get through. Thank you."

- Service user of Alana House

Objectives and activities

The objects of the company as stated in the Memorandum of Association are:

1. To promote the wellbeing of persons throughout the United Kingdom;
2. To promote the care and welfare of adopted children by providing an approved adoption service and facilitating their adoption by suitable persons;
3. The provision of relief and support to children in need, their families and carers;
4. To promote social inclusion and relieve the needs of vulnerable or disadvantaged women and girls by providing support and assisting them to integrate into society;
5. Such other purposes as are charitable according to the laws of England and Wales for the benefit of the public.

In setting objectives and planning activities, the trustees have given careful consideration to the Charity Commission's general guidance on public benefit and in particular to the guidance on fee-charging.

The main areas of activity during the year to achieve the objects and objectives were:

- **Adoption services:** Building new families through adoption – the placement of looked after children from the care system. Many of these children will have experienced neglect and/or abuse.
- **Adoption support:** Providing support for adoptive families through our Strengthening Families Team; adopter champions; education support, post-approval workshops; periodic newsletters; family fun days; activity events for adopted children and FACTS (Family and Children Therapeutic Service), a specialist multi-disciplinary team working holistically and therapeutically with children and families.
- Helping adopted adults access their **birth records**.
- Becoming the VAA partner to help form the **Buckinghamshire Adoption Partnership RAA**.
- **Birth relatives support:** During the year, PACT has delivered the 'Birth Family Matters' service, supporting birth relatives on behalf of the Buckinghamshire RAA.
- **CATCH - the Children And Trauma Community Hub:** PACT's innovative online platform providing support to adopters, foster carers, special guardians and the professionals that work with them and their children in education settings.
- **Alana House women's community project:** Working in a group or individual setting to support women with multiple disadvantages, including those involved with or at risk of becoming involved with the Criminal Justice System.
- **Bounce Back 4 Kids:** A specialist targeted programme of support to children and families affected by domestic abuse.

People and operations

The focus for people and operations in YE25 has been to support the charity's strategic goals by ensuring PACT continues to be a great place to work.

Over the course of the YE25, we welcomed 72 new people to the PACT team (19 employees, 28 contractors, 4 adoption panel members and 21 volunteers). We ended YE25 with 98 employees on the payroll, compared with 89 people at the beginning of the year.

We're proud to report that voluntary staff turnover (VST) fell significantly this year – down to 7.41% (8 people) from 17.88% the year before, reflecting our stable workforce.

The feedback that people have given on their experience of working for PACT is extremely positive. Every individual believed that PACT has a good reputation as an employer and would recommended working for us to others.

"People feel valued and welcomed."

"Great culture at PACT, supported and appreciated."

Equality, diversity, equity and inclusion

This year saw the launch of our EDEI strategy, led by our CEO and a Lead Trustee. Key actions included:

- Refreshing the EDEI team and re-setting its focus and priorities
- Introducing an EDEI Media Club
- Creating a Teams chat space for LGBTQ+ colleagues
- Refreshing our diversity data capture from job applicants
- Delivering a training programme available to all staff and volunteers to build awareness and deepen understanding

Feedback on the two training modules delivered in year has been outstanding, with more than 75% of colleagues joining the sessions.

"I really enjoyed the session and learned a lot and realised how much more I have to learn about this."

"This was an excellent course, very explanatory, kept nice and pacy so that it did not drag. The information was easy to understand and the examples gave clarity. Thank you."

"Fantastic blend of theory and practice delivered by someone with lived experience. L was excellent at bringing out the lived experiences of people in the group too which has helped us to know more about each other."

Role of volunteers

At the end of 2025, PACT had 43 volunteers contributing across all departments and services. Of particular note is PACT's popularity as a choice for university student placements and an increase in the number of volunteers supporting our Alana House courts and custody work.

Adoption service

PACT's adoption services are rated as Outstanding across all areas by Ofsted. Our most recent inspection was in March 2023.

Our adoption teams have continued to provide quality adoption services, finding families for 84 children in the YE25. Over 50% of our families have been able to keep brothers and sisters together by adopting sibling groups. This is a significant achievement for the agency and life changing for these children. We are delighted with this joint effort across the teams.

The marketing team has continued to focus on the recruitment of prospective adopters who can offer an early permanence placement, can adopt siblings and those are able to care for the children with more complex needs, alongside highlighting the benefits of adopting through a VAA. In YE25 our adoption service received more than 1,000 enquiries.

PACT approved 69 adopters in YE25, 65% of them could adopt a sibling group and 51% could consider an early permanence placement. The age range of the approvals were for children aged 0-10 years. Many of our adopters will support ongoing contact with birth family members and former foster carers.

PACT has built good relationships with all the Regional Adoption Agencies (RAAs) in London, across the southeast and southwest and into the Midlands and continues to increase networking opportunities and partnerships.

Adoption service partnerships

PACT has continued to invest in partnership working, nurturing existing partnerships and developing new opportunities for collaborative working.



It joined Buckinghamshire to form the Buckingham Adoption Partnership Regional Adoption Agency in 2024, bringing together adoption professionals from both organisations to provide expertise and support for children, adoptive parents and adopted people with PACT, retaining responsibility of our own adoption services and recruitment. This partnership has continued to grow with many working groups established to develop the work of the service.



A two-year DfE-funded early permanence project with Adopt South concluded at the end of the year after developing resources, training and support to enable adopters to consider early permanence placements.

PACT's CEO and adoption service senior team sit on various RAA Governance Boards, national, regional and local steering groups and partnership boards, ensuring that the adoption service keeps abreast of best practice as well as to share learning with the wider sector.

PACT is an active member of the Consortium for Voluntary Adoption Agencies (CVAA), with the CEO being a trustee of the CVAA Board.

Adoption support

The adoption support service continued to provide much needed support to PACT families, with involvement much earlier in the family's adoption journey due to many children having more complexities and adopters needing support in managing these. The therapeutic social work support has been given to some adopters in the pre-placement stage and to others in the very early days following placement.



In YE25, a total of 431 enquiries were received by the adoption support duty service. Not all enquiries resulted in an adoption support service as some were signposted. Enquiries come from Regional Adoption Agencies, PACT social workers and other professionals as well as directly from PACT families enquiring about a range of adoption support services.

The two Adoptee Voices groups, for two different age groups are now firmly established and meet either virtually or face to face and a range of therapeutic activity events for children and parents have been provided with positive feedback. The adoption support team has continued to offer monthly support groups and has an established dads' group. The team also runs post placement training, and this year have introduced The first year in family life training, Managing aggression in children training, education drop-in sessions, early permanence training and sensory integration training.

A reference group for adopters has been established and has 23 members.

Children and Trauma Community Hub – CATCH

CATCH is PACT's online support platform supporting adopters, foster carers, special guardians, social work practitioners and education settings. There were 3,954 members of CATCH at the end of the year who, between them, viewed 862,322 pages of resources.



Most of the CATCH users were members via one of the 40+ adoption or foster care agencies or education providers we partner with. We welcomed two new partners from voluntary adoption agencies in Scotland. We had 176 users who paid for their own subscription.

www.catchconnect.org

Alana House



Alana House continued to provide holistic, trauma informed support for women across Berkshire. Our key projects in 2024/25 included a service for victims of domestic abuse identified whilst they are patients at the Royal Berkshire Hospital, a diversion service in police custody suites in Berkshire and a court service whereby we can share our assessment of women's needs with probation court writers to inform pre-sentence reports whilst supporting women through the court process and advocating for a community sentence where suitable.

The Alana House service received 415 referrals in 2024/25 (a 10% increase on the previous year), with 70% of women living in Reading. The top three referral sources were self-referrals, criminal justice partners and the Royal Berkshire Hospital. The service supports women with multiple disadvantages across nine pathways (identified as reducing re-offending pathways). Women presented on average with five needs with experience of domestic abuse and rape being the most common need (86% of women). Needs related to mental health (80% of women) and children and families (55% of women) were the next two commonly presenting needs.

242 women received a holistic and individual package of support in 2024/25 including:

- Individual support with a named keyworker
- Groupwork
- In-house counselling
- Support to access other agencies for support

In addition to our skilled and dedicated staff, Alana House continued to benefit from the expertise and time of 25 volunteers who provided 570 hours of support. Volunteers support our work in several ways including frontline and back-office support.

One of our counselling volunteers stated:

"Volunteering as a counsellor at Alana House isn't just about offering support - it's about standing beside women as they reclaim their voice, their strength, and their future. For so many, this is their safe place - a lifeline - and they often say they wouldn't know what to do without it or the incredible people within it. Working alongside the dedicated team of key workers, I've always felt included, valued and part of something truly meaningful. The thoughtful touches, like thank you and birthday cards reflects the heart and humanity that make Alana so special. I wouldn't be the counsellor I am today without the experience, learning and inspiration I've gained through my time here."

Another volunteer stated:

"Volunteering with Alana House has been inspiring, moving and incredibly insightful in learning about how resilient and strong women can be, even when facing adversity everywhere they turn. I am very grateful for the opportunity to spend meaningful time with the women at Alana House and look forward to supporting them for years to come."

New initiatives, developed in response to need, include a maternal separation group. Alana House staff were supported to achieve IDVA qualifications (Independent Domestic Violence Advocates) with one also acquiring the ISVA (Independent Sexual Violence Advocate) qualification.

We continued to work in partnership with many agencies both operationally and strategically, with the senior team being members of national, regional and local steering boards and forums.

Bounce Back 4 Kids

The Bounce Back 4 Kids (BB4K) service supported 284 families with 552 children receiving direct or indirect (often through having a sibling and parent receiving a direct intervention) support. The service received 269 referrals for children impacted by domestic abuse.

Volunteers (including student placements) continued to support the service with 1880 hours provided by 9 volunteers.

Outcome data evidenced that 83.8% of parents noted improvements in 'learning and knowledge'; 82.4% of parents noted improvements in 'discipline and setting boundaries'; 78.3% of parents noted improvements in 'self-acceptance'; 78.4% of parents noted an improvement in 'play and enjoyment' and 75.7% of parents noted improvements in 'empathy and understanding'.

Strong relationships have been maintained with the Thames Valley Office of the Police Crime Commissioner, local councils and schools all of which are key funders and/or referral partners. The Director of Community Services and Development and the Bounce Back 4 Kids manager regularly attend and contribute to domestic abuse board meetings in the geographical regions where we have delivery. We have been working with Foundations (What Works Centre for Children and Families) and IFF Research in completing a small scale randomised control trial. The results of this trial will be published in summer 2025.



Fundraising and income generation

The financial year 2024/25 was another strong year for PACT's fundraising efforts, marked by continued growth, adaptability and a commitment to long-term sustainability. The team secured a total of £1,546,818, achieving the overall fundraising target. This represents a 26% increase from the previous year, reflecting the organisation's ability to build on past successes and navigate a complex funding landscape.



We are deeply grateful to all of our supporters and funders, including organisations and individuals that supported our events and campaigns and the many trusts and grants through support from many funders and commissioners, including the Ministry of Justice, National Lottery Community Fund, Oxford Diocese, City Bridge Trust, The Rayne Foundation, Berkshire Community Foundation and many others whose generosity and belief in our mission enable us to continue delivering life-changing services.

Overall, PACT's fundraising return on investment remains strong, with every £1 spent generating £8.00 in income. This efficiency, combined with the team's strategic approach and commitment to innovation, ensures that PACT is well-positioned to sustain and expand its impact in the years ahead.

Risk management

The charity maintains an operational and corporate risk register, which is updated each month by the senior management team and submitted quarterly to the trustees to monitor against the strategic objectives set out in the business plan. The risk register is reviewed at each board meeting. The trustees are satisfied that systems and procedures are in place to mitigate those risks identified in the risk register.

The key risks identified for YE26 are:

- Impact of continued cost of living challenges
- Volatility within the fundraising climate
- Impact of continued increase in demand for services and the complexity of need of those accessing support
- Digital developments, including the use of AI in the charity's work environments

The board of trustees and senior management team will continue to monitor and review these risks, taking mitigating action as required.

Directors and trustees

The directors of the charitable company ("the company"), who form the Executive Council of the charity, are its trustees for the purpose of charity law and throughout this report are collectively referred to as trustees. Trustees serving during the year and since the year end are as follows:

Mr Wes Cuell	
Mr Philip Lewis	Resigned November 2024
Mr Edgars Smatovs	
Mr Robert Kapp	Resigned November 2024
The Revd Judith Sumner	
Mr Dean Hunter	
Mrs Chris Foote	
Ms Rene Baron	
Mrs Sangita Manek	
Mr David Villa-Clarke	
Mrs Grace Roper	
Ms Maggie Jones	Appointed November 2024
Mr David Camburn	Appointed November 2024
Ms Kate Elliott	Appointed November 2024

Chief Executive Officer:

Mrs Natausha van Vliet

President of the company:

The Lord Bishop of Oxford

Structure, governance and management

Governing document

Members of the company each guarantee to contribute an amount not exceeding £1 to the assets of the company in the event of winding up. The total number of such guarantees at YE25 was 12.

Appointment of trustees

The governing document provides that the President of the Company shall be the Lord Bishop of Oxford and that the Chair of the trustees, who shall also be Chair of the Executive Council, shall be appointed by the Lord Bishop of Oxford.

The trustees are members of the charitable company and the trustees may from time to time invite any person they think fit to become a member.

The Company's Articles of Association imposes no limit to the number of trustees.

They also provide for a third of the trustees to retire by rotation at the AGM, in which case they are eligible for re-election. The Articles give power to the Executive Council to vary the number of members of the Executive and gives the Executive Council power to appoint additional members subject to their signing the Register of Members and their endorsement by majority vote at the next Annual General Meeting.

In YE25, the Executive Council met on five occasions, including the AGM. The Executive Council continued to meet in a hybrid of in-person and video conferencing format through the financial year, with one fully in-person meeting both in-person and virtually using video in November.

Governance structure

The Executive Council has met quarterly. Each member of the Executive Council has a lead trustee role with a specific business interest. The lead trustee and relevant member of SMT meet regularly and share updates at meetings of the Executive Council.

Sub committees

A separate finance committee meets twice a year. This committee is made up of the SMT members, trustees and co-opted members, including those with relevant experience and expertise. This committee considers, makes recommendations, and report to the Executive Council on matters relating to finance.

Adoption panel

The adoption agency operated with one adoption panel throughout the period. This panel is made up of independent lay and professional representatives. The panel continued to meet virtually using video conferencing facilities through the financial year.

Legal Adviser to adoption panel

Medical Adviser

Adoption Agency Adviser to panel

Emily Boardman

Dr Efun Johnson

Dr Eleanor McCartney

Sarah Stollard

Financial review

Total income for the charity increased by £760,913 to £5,365,639 (2024: increased by £352,019 to £4,604,726).

PACT's total expenditure increased by 9.7% over the prior year, to £5,051,841 (2024: 1.2% increase to £4,606,341).

An operating surplus before pension provisions of £311,143 arose (2024: surplus £3,178). Staff costs accounted for 71% of total expenditure (2024: 72%).

The operational surplus was extended by the valuation of the PACT share of the Local Government Pension Scheme (LGPS) at the year end. The scheme deficit, calculated in accordance with Charities SORP (FRS 102), decreased by £465,000 to zero (2024: decreased by £318,000).

Reserves policy

The trustees have adopted a reserves policy that reflects the charity's financial risk profile, strategic priorities and operational resilience. Rather than relying solely on a measure of operating expenditure, the policy considers a broader range of financial risks, including income volatility, contractual challenges, potential liabilities and the risk of income pressures. The policy is informed by scenario planning and testing of income and expenditure forecasts.

As of 31st March 2025, the charity held total funds of **£3,527,934**, of which **£2,751,711** were unrestricted and **£776,223** were restricted.

Free reserves, defined as unrestricted funds excluding designated funds and tangible fixed assets, stood at **£1,073,812**.

The trustees consider this level appropriate within the confines of the target range for reserves of £1.1m to £1.3m to support the charity's ability to respond to financial shocks, maintain essential services and invest in strategic development. The reserves policy is reviewed annually to ensure it remains aligned with the charity's risk environment and financial strategy.

In setting policy, the trustees have considered various requirements, namely:

- That a sufficient level of reserves is required by law to ensure that any current adoption activity can be completed should the charity be unable to continue to operate.
- That the charity is obliged to undertake an external annual audit of finances and accounts and that the auditors produce an annual audit report setting out the financial health of the organisation and confirming the charity is a going concern for the next 12 months.



OXFORD DIOCESAN COUNCIL FOR SOCIAL WORK INCORPORATED
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TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2025

Responsibilities of the Trustees/Directors in relation to the financial statements

The trustees (who are also directors of PACT for the purposes of company law) are responsible for preparing the Trustees' Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law 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 company and of the incoming resources and application of resources, including the income and expenditure, of the company for the year. In preparing these financial statements, the trustees are required to:

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

The trustees are responsible for keeping adequate accounting records that disclose with reasonable accuracy at any time the financial position of the charitable company and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

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

As far as the trustees are aware:

- there is no relevant audit information of which the charitable company's auditor is unaware; and
- the trustees have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditor is aware of that information.

Auditors

A resolution will be proposed at the Annual General Meeting to appoint the 2025-2026 auditors.

This report has been prepared in accordance with the Special provisions of Part 15 of the Companies Act 2006 relating to small companies, and with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019).

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



Mr W Cuell

Chair of Trustees

Date: 27th January 2026

OXFORD DIOCESAN COUNCIL FOR SOCIAL WORK INCORPORATED
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**INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF OXFORD DIOCESAN COUNCIL FOR
SOCIAL WORK INCORPORATED**

Opinion

We have audited the financial statements of Oxford Diocesan council for Social Work Incorporated (the 'charitable company') for the year ended 31 March 2025 which comprise the Statement of financial activities, the Balance sheet, the Statement of cash flows and the related notes, 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 charitable company's affairs as at 31 March 2025 and of its incoming resources and application of resources, including its income and expenditure for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Charities Act 2011.

Basis for opinion

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 charitable company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the United Kingdom, including the Financial Reporting Council'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 charitable company'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.

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**INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF OXFORD DIOCESAN COUNCIL FOR
SOCIAL WORK INCORPORATED (CONTINUED)**

Other information

The other information comprises the information included in the Annual report other than the financial statements and our Auditor's report thereon. The Trustees are responsible for the other information contained within the 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. 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 course of 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 this gives rise to a material misstatement in the financial statements themselves. 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 where the Charities (Accounts and Reports) Regulations 2008 requires us to report to you if, in our opinion:

- the information given in the Trustees' report is inconsistent in any material respect with the financial statements; or
- sufficient accounting records have not been kept; or
- the 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

As explained more fully in the Trustees' responsibilities statement, the Trustees (who are also the directors of the charitable company for the purposes of company law) 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 charitable company'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 the charitable company or to cease operations, or have no realistic alternative but to do so.

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**INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF OXFORD DIOCESAN COUNCIL FOR
SOCIAL WORK INCORPORATED (CONTINUED)**

Auditor's responsibilities for the audit of the financial statements

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.

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 Auditor's 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.

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.

The specific procedures for this engagement that we designed and performed to detect material misstatements in respect of irregularities, including fraud, were as follows:

- Enquiry of management and those charged with governance around actual and potential litigation and claims;
- Enquiry of management and those charged with governance to identify any material instances of non-compliance with laws and regulations;
- Reviewing financial statement disclosures and testing to supporting documentation to assess compliance with applicable laws and regulations;
- Performing audit work to address the risk of irregularities due to management override of controls, including testing of journal entries and other adjustments for appropriateness, evaluating the business rationale of significant transactions outside the normal course of business and reviewing accounting estimates for evidence of bias.

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 Auditor's report.

OXFORD DIOCESAN COUNCIL FOR SOCIAL WORK INCORPORATED
(A company limited by guarantee)

**INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF OXFORD DIOCESAN COUNCIL FOR
SOCIAL WORK INCORPORATED (CONTINUED)**

Use of our report

This report is made solely to the charitable company's trustees, as a body, in accordance with Part 4 of the Charities (Accounts and Reports) Regulations 2008. Our audit work has been undertaken so that we might state to the charitable company's trustees 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 charitable company and its members, as a body, for our audit work, for this report, or for the opinions we have formed.



Alexander Peal BSc(Hons) FCA DChA (Senior statutory auditor) for
and on behalf of
James Cowper Kreston Audit
Chartered Accountants and Statutory Auditor
Apex
Forbury Road
Reading
Berkshire
RG1 1AX

Date: 27 January 2026

James Cowper Kreston Audit are eligible to act as auditors in terms of section 1212 of the Companies Act 2006.

OXFORD DIOCESAN COUNCIL FOR SOCIAL WORK INCORPORATED
(A company limited by guarantee)

**STATEMENT OF FINANCIAL ACTIVITIES (INCORPORATING INCOME AND EXPENDITURE ACCOUNT)
FOR THE YEAR ENDED 31 MARCH 2025**

	Note	Unrestricted funds 2025 £	Restricted funds 2025 £	Endowment funds 2025 £	Total funds 2025 £	Total funds 2024 £
Income and endowments from:						
Donations and legacies	3	177,204	-	-	177,204	224,279
Charitable activities		3,784,029	1,333,187	-	5,117,216	4,338,909
Other trading activities	5	36,427	-	-	36,427	21,543
Investments	6	34,792	-	-	34,792	19,995
Total income and endowments		4,032,452	1,333,187	-	5,365,639	4,604,726
Expenditure on:						
Raising funds	7	193,267	-	-	193,267	214,786
Charitable activities	8	3,383,674	1,474,900	-	4,858,574	4,391,555
Total expenditure		3,576,941	1,474,900	-	5,051,841	4,606,341
Net income/ (expenditure) before net gains/(losses) on investments		455,511	(141,713)	-	313,798	(1,615)
Net (losses)/gains on investments		-	-	(2,655)	(2,655)	4,793
Net income/ (expenditure)		455,511	(141,713)	(2,655)	311,143	3,178
Transfers between funds	18	(185,925)	185,925	-	-	-
Net movement in funds before other recognised gains/(losses)		269,586	44,212	(2,655)	311,143	3,178
Other recognised gains/(losses):						
Losses on revaluation of fixed assets		(651,617)	-	-	(651,617)	-
Actuarial gains on defined benefit pension schemes	24	465,000	-	-	465,000	318,000
Net movement in funds		82,969	44,212	(2,655)	124,526	321,178

OXFORD DIOCESAN COUNCIL FOR SOCIAL WORK INCORPORATED
(A company limited by guarantee)

STATEMENT OF FINANCIAL ACTIVITIES (INCORPORATING INCOME AND EXPENDITURE ACCOUNT)
(CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2025

	Unrestricted funds 2025 £	Restricted funds 2025 £	Endowment funds 2025 £	Total funds 2025 £	Total funds 2024 £
Note					
Reconciliation of funds:					
Total funds brought forward	2,624,530	-	778,878	3,403,408	3,082,230
Net movement in funds	82,969	44,212	(2,655)	124,526	321,178
Total funds carried forward	2,707,499	44,212	776,223	3,527,934	3,403,408

The Statement of Financial Activities includes all gains and losses recognised in the year.

The notes on pages 26 to 50 form part of these financial statements.

OXFORD DIOCESAN COUNCIL FOR SOCIAL WORK INCORPORATED

(A company limited by guarantee)

REGISTERED NUMBER: 01636098

**BALANCE SHEET
AS AT 31 MARCH 2025**

	Note	2025 £	2024 £
Fixed assets			
Tangible assets	13	1,139,731	1,817,353
Investments	14	54,320	56,974
		1,194,051	1,874,327
Current assets			
Stocks	15	712,380	552,366
Debtors	16	918,107	1,173,472
Cash at bank and in hand		1,529,855	1,276,048
		3,160,342	3,001,886
Current liabilities			
Creditors: amounts falling due within one year	17	(826,459)	(988,805)
Net current assets		2,333,883	2,013,081
Total assets less current liabilities		3,527,934	3,887,408
Defined benefit pension scheme asset / liability	24	-	(484,000)
Total net assets		3,527,934	3,403,408
Charity funds			
Endowment funds	18	776,223	778,878
Unrestricted funds			
Designated funds	18	538,168	288,168
General funds	18	1,976,842	1,932,044
Revaluation reserve		236,701	888,318
Unrestricted funds excluding pension liability	18	2,751,711	3,108,530
Pension reserve	18	-	(484,000)
Total unrestricted funds	18	2,751,711	2,624,530
Total funds		3,527,934	3,403,408

OXFORD DIOCESAN COUNCIL FOR SOCIAL WORK INCORPORATED

(A company limited by guarantee)

REGISTERED NUMBER: 01636098

BALANCE SHEET (CONTINUED)

AS AT 31 MARCH 2025

The entity was entitled to exemption from audit under section 477 of the Companies Act 2006.

The members have not required the entity to obtain an audit for the year in question in accordance with section 476 of the Companies Act 2006.

However, an audit is required in accordance with section 144 of the Charities Act 2011.

The Trustees acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and preparation of financial statements.

The financial statements have been prepared in accordance with the provisions applicable to entities subject to the small companies regime.

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



Mr W. Cuell

(Chair of Trustees)

Date: 27th January 2026

The notes on pages 26 to 50 form part of these financial statements.

OXFORD DIOCESAN COUNCIL FOR SOCIAL WORK INCORPORATED
(A company limited by guarantee)

STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 31 MARCH 2025

	Note	2025 £	2024 £
Cash flows from operating activities			
Net cash used in operating activities	21	251,053	112,910
Cash flows from investing activities			
Purchase of tangible fixed assets		(32,038)	(35,865)
Interest received		34,792	19,995
Net cash provided by/(used in) investing activities		2,754	(15,870)
Cash flows from financing activities			
Change in cash and cash equivalents in the year		253,807	97,040
Cash and cash equivalents at the beginning of the year		1,276,048	1,179,008
Cash and cash equivalents at the end of the year	22	1,529,855	1,276,048

The notes on pages 26 to 50 form part of these financial statements

OXFORD DIOCESAN COUNCIL FOR SOCIAL WORK INCORPORATED
(A company limited by guarantee)

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

1. Accounting policies

1.1 Basis of preparation of financial statements

The financial statements have been prepared in accordance with the Charities SORP (FRS 102) - Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

Oxford Diocesan council for Social Work Incorporated meets the definition of a public benefit entity under FRS 102.

Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy.

1.2 Company status

The company is a company limited by guarantee. The members of the company are the Trustees named on page 12.

1.3 Income

The recognition of income from legacies is dependent on establishing entitlement, the probability of receipt and the ability to estimate with sufficient accuracy the amount receivable. Evidence of entitlement to a legacy exists when the Company has sufficient evidence that a gift has been left to them (through knowledge of the existence of a valid will and the death of the benefactor) and the executor is satisfied that the property in question will not be required to satisfy claims in the estate. Receipt of a legacy must be recognised when it is probable that it will be received and the fair value of the amount receivable, which will generally be the expected cash amount to be distributed to the Company, can be reliably measured.

Adoption income is recognised based on the stage of completion of the adoption process in advance of entitlement of receipt, its recognition is deferred and included in creditors as deferred income. Where entitlement occurs before income is received, the income is accrued.

Voluntary income

Income from donations, grants of a core funding or general nature, are included in incoming resources when these are receivable, there is entitlement, probability of receipt and the amount can be measured with sufficient reliability.

Such income is only deferred when:

- the donor specifies that the grant or donation must only be used in future accounting periods; or
- the donor has imposed conditions which must be met before the company has unconditional entitlement.

When donors specify that donations are for particular restricted purposes, which do not amount to pre-conditions regarding entitlement, this income is included in incoming resources of restricted funds when receivable.

1.4 Volunteers

The value of services provided by volunteers is not incorporated into these financial statements, as this is not quantifiable.

OXFORD DIOCESAN COUNCIL FOR SOCIAL WORK INCORPORATED
(A company limited by guarantee)

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

1. Accounting policies (continued)

1.5 Expenditure

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

Expenditure on raising funds includes all expenditure incurred by the Company to raise funds for its charitable purposes and includes costs of all fundraising activities events and non-charitable trading.

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

Costs of generating funds are costs incurred in attracting voluntary income, and those incurred in trading activities that raise funds.

Charitable activities and Governance costs are costs incurred on the company's operations, including support costs and costs relating to the governance of the company apportioned to charitable activities.

Resources expended are accounted for on an accruals basis. The irrecoverable element of V.A.T. is included within the item of expense to which it relates.

1.6 Tangible fixed assets and depreciation

Tangible fixed assets are initially recognised at cost. After recognition, under the cost model, tangible fixed assets are measured at cost less accumulated depreciation and any accumulated impairment losses. All costs incurred to bring a tangible fixed asset into its intended working condition should be included in the measurement of cost.

Depreciation is charged so as to allocate the cost of tangible fixed assets less their residual value over their estimated useful lives, using the straight-line method.

Depreciation is provided on the following bases:

Freehold land	- nil
Freehold buildings	- Over 50 years
Building improvements	- Over 50 years
IT equipment	- Over 3 years
Office equipment and furniture & fixtures	- Over 4 years
Partitioning and other internal building work	- Over 7 years

The value of the freehold office buildings at 2 and 7 Southern Court, South Street, Reading, were assessed by the trustees as being split into 35% for the land and 65% for the building.

OXFORD DIOCESAN COUNCIL FOR SOCIAL WORK INCORPORATED
(A company limited by guarantee)

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

1. Accounting policies (continued)

1.7 Revaluation of tangible fixed assets

The company has adopted the revaluation model to revalue items of property whose fair value can be measured reliably. The revaluations shall be made with sufficient regularity to ensure that the carrying amount does not differ materially from that which would be determined using fair value at the end of the reporting period.

The fair value of land and buildings is usually determined from market-based evidence by appraisal that is normally undertaken by professionally qualified valuers.

1.8 Investments

Fixed asset investments are a form of financial instrument and are initially recognised at their transaction cost and subsequently measured at fair value at the Balance sheet date, unless the value cannot be measured reliably in which case it is measured at cost less impairment. Investment gains and losses, whether realised or unrealised, are combined and presented as 'Gains/(Losses) on investments' in the Statement of financial activities incorporating income and expenditure account.

1.9 Interest Receivable

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the company; this is normally upon notification of the interest paid or payable by the Bank.

1.10 Work in progress

Work done in approving and matching prospective adopters is recognised at the lower of cost and net realisable value. Consideration is given to the likelihood of a placement not being forthcoming and provision is made accordingly.

1.11 Debtors

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

1.12 Cash at bank and in hand

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

1.13 Liabilities and Provisions

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

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

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

OXFORD DIOCESAN COUNCIL FOR SOCIAL WORK INCORPORATED
(A company limited by guarantee)

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

1. Accounting policies (continued)

1.14 Pensions

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

The Company also operates a defined benefits pension scheme and the financial statements take account of the share of the underlying deficit in the Royal County of Berkshire Pension Scheme, in accordance with the Charities SORP (FRS 102). This is shown as a liability in the balance sheet and is represented by the pensions reserve.

The current service cost, expected return on pension scheme assets, interest on pension scheme liabilities and loss/(gain) on curtailments & settlements are within the "expenditure" and "other gains and losses" sections of the financial statements. Actuarial gains and losses are recognised in the gain and losses section of the SOFA. More details are included in note 24 to these accounts.

1.15 Fund accounting

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

Designated funds comprise unrestricted funds that have been set aside by the Trustees for particular purposes. The Trustees have agreed to set aside Designated Accounts to underwrite possible shortfalls in income in some key areas in trade in the forthcoming year.

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

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

OXFORD DIOCESAN COUNCIL FOR SOCIAL WORK INCORPORATED
(A company limited by guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2025**

2. Judgements in applying accounting policies and key sources of estimation uncertainty

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

Critical accounting estimates and assumptions:

Tangible fixed assets

Tangible fixed assets are depreciated over their useful lives taking into account residual values, where appropriate. The actual lives of the assets and residual values may vary depending on a number of factors.

Accrued expenses

Accrued expenses are estimated by the charity based upon past experience, with knowledge of known issues at the balance sheet date, and management information available after the balance sheet date, in respect of matters for which the charity is confident there will be an outflow of economic benefit.

Retirement benefits

Various assumptions are made in reporting the performance of the charity's share of the pension scheme. A valuation is carried out for reporting purposes by a qualified independent actuary. The principal actuarial assumptions made are disclosed in note 24.

Allocation of expenditure

Where expenditure is not directly attributable to activity categories or funds, costs are apportioned on the basis of staff numbers or by reference to the proportion of resources utilised.

3. Income from donations and legacies

	Unrestricted funds 2025 £	Total funds 2025 £	Total funds 2024 £
Donations	112,004	112,004	159,079
Grants	65,200	65,200	65,200
	<hr/> 177,204 <hr/>	<hr/> 177,204 <hr/>	<hr/> 224,279 <hr/>

OXFORD DIOCESAN COUNCIL FOR SOCIAL WORK INCORPORATED
(A company limited by guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2025**

4. Income from charitable activities

	Unrestricted funds 2025 £	Restricted funds 2025 £	Total funds 2025 £	Total funds 2024 £
Funding for Alana House	-	603,639	603,639	447,766
Children in Need Grant	-	9,618	9,618	14,026
Ministry of Justice Grants	-	467,136	467,136	467,136
Other Grants	-	252,794	252,794	45,371
	-	1,333,187	1,333,187	974,299
Inter-agency placement fees	3,129,271	-	3,129,271	2,696,108
Other fees	654,757	-	654,757	668,501
	3,784,028	-	3,784,028	3,364,609
	3,784,028	1,333,187	5,117,215	4,338,908

5. Income from other trading activities

Income from fundraising events

	Unrestricted funds 2025 £	Total funds 2025 £	Total funds 2024 £
Fundraising	36,427	36,427	21,543

6. Investment income

	Unrestricted funds 2025 £	Total funds 2025 £	Total funds 2024 £
Dividends and interest	34,792	34,792	19,995
	34,792	34,792	19,995

OXFORD DIOCESAN COUNCIL FOR SOCIAL WORK INCORPORATED
(A company limited by guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2025**

7. Expenditure on raising funds

Costs of raising voluntary income

	Unrestricted funds 2025 £	Total funds 2025 £	Total funds 2024 £
Other fundraising costs	59,176	59,176	70,757
Fundraising staff costs - gross wages	118,675	118,675	126,673
Fundraising staff costs - NI	9,301	9,301	10,278
Fundraising staff costs - pension	6,115	6,115	7,078
	<u>193,267</u>	<u>193,267</u>	<u>214,786</u>

8. Analysis of expenditure on charitable activities

Summary by fund type

	Unrestricted funds 2025 £	Restricted funds 2025 £	Endowment funds 2025 £	Total 2025 £	Total 2024 £
Adoption	3,220,785	400,324	-	3,621,109	3,228,790
Community projects	-	1,074,576	-	1,074,576	881,314
Governance costs	110,676	-	-	110,676	217,984
Costs of generating income	52,213	-	-	52,213	63,467
	<u>3,383,674</u>	<u>1,474,900</u>	<u>-</u>	<u>4,858,574</u>	<u>4,391,555</u>

OXFORD DIOCESAN COUNCIL FOR SOCIAL WORK INCORPORATED
(A company limited by guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2025**

9. Analysis of expenditure by activities

	Direct costs 2025 £	Support costs 2025 £	Total funds 2025 £	Total funds 2024 £
Adoption	2,593,558	1,027,551	3,621,109	3,228,790
Community projects	814,460	260,116	1,074,576	881,314
Governance costs	-	110,676	110,676	217,984
Costs of generating income	-	52,213	52,213	63,467
	<u>3,408,018</u>	<u>1,450,556</u>	<u>4,858,574</u>	<u>4,391,555</u>

Analysis of support costs

	Adoption 2025 £	Community projects 2025 £	Governance costs 2025 £	Costs of generating income 2025 £	Total funds 2025 £	Total funds 2024 £
Finance, personnel & reception costs	321,311	81,337	22,729	16,327	441,704	427,227
Marketing and fundraising	153,917	38,963	4,503	7,821	205,204	187,346
Chief executives office	159,682	40,423	54,732	8,116	262,953	312,141
IT, operations and facilities	392,641	99,393	11,464	19,949	523,447	499,435
Audit fees	-	-	13,200	-	13,200	11,040
AGM and executive council costs	-	-	2,316	-	2,316	605
Bank charges	-	-	1,446	-	1,446	930
Other support costs	-	-	286	-	286	-
	<u>1,027,551</u>	<u>260,116</u>	<u>110,676</u>	<u>52,213</u>	<u>1,450,556</u>	<u>1,438,724</u>

OXFORD DIOCESAN COUNCIL FOR SOCIAL WORK INCORPORATED
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**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2025**

10. Auditor's remuneration

	2025 £	2024 £
Fees payable to the Company's auditor for the audit of the Company's annual accounts	12,000	11,650

11. Staff costs

	2025 £	2024 £
Wages and salaries	3,039,944	2,829,646
Social security costs	291,736	268,834
Contribution to defined contribution pension schemes	146,893	138,873
Contribution to defined benefit pension schemes	65,000	44,000
	3,543,573	3,281,353

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

	2025 No.	2024 No.
Full time	40	41
Part time	56	49
	96	90
Adoption	53	46
Community projects	20	16
Support services	23	28
	96	90
	-	-

OXFORD DIOCESAN COUNCIL FOR SOCIAL WORK INCORPORATED
(A company limited by guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2025**

11. Staff costs (continued)

The average headcount expressed as full-time equivalents was:

	2025 No.	2024 No.
Full time	40	41
Part time	33	30
	<hr/> 73	<hr/> 71
Adoption	40	35
Community projects	16	13
Support services	17	23
	<hr/> 73	<hr/> 71

The number of employees whose employee benefits (excluding employer pension costs) exceeded £60,000 was:

	2025 No.	2024 No.
In the band £60,001 - £70,000	4	3
In the band £70,001 - £80,000	-	1
In the band £80,001 - £90,000	1	1
In the band £90,001 - £100,000	1	-
In the band £100,001 - £110,000	1	1

Key management personnel

The charity considers its key management personnel to be the directors and the Senior Management Team (SMT). The SMT consists of the Chief Executive Officer, the Head of Finance, the Service Director, the Assistant Service Director, the Head of HR and Operations, the Head of Communications and Engagement and the Director of Community Services and Development. The total employment benefits, including employer pension and national insurance contributions, were £599,942 (2024: £624,446).

12. Trustees' remuneration and expenses

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

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

OXFORD DIOCESAN COUNCIL FOR SOCIAL WORK INCORPORATED
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**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2025**

13. Tangible fixed assets

	Freehold property £	Building improvements £	IT equipment £	Office equipment /furniture & fixtures £	Website £	Total £
Cost or valuation						
At 1 April 2024	1,825,000	30,314	129,024	12,778	70,534	2,067,650
Additions	-	-	32,038	-	-	32,038
Disposals	-	-	(12,534)	-	-	(12,534)
Revaluations	(725,000)	(30,314)	-	-	-	(755,314)
At 31 March 2025	1,100,000	-	148,528	12,778	70,534	1,331,840
Depreciation						
At 1 April 2024	71,175	4,466	100,786	12,778	61,092	250,297
Charge for the year	23,725	4,331	18,638	-	9,442	56,136
On disposals	-	-	(10,627)	-	-	(10,627)
On revalued assets	(94,900)	(8,797)	-	-	-	(103,697)
At 31 March 2025	-	-	108,797	12,778	70,534	192,109
Net book value						
At 31 March 2025	1,100,000	-	39,731	-	-	1,139,731
At 31 March 2024	1,753,825	25,848	28,238	-	9,442	1,817,353

OXFORD DIOCESAN COUNCIL FOR SOCIAL WORK INCORPORATED
(A company limited by guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2025**

13. Tangible fixed assets (continued)

The original cost of the freehold properties was £777,000. The properties were valued as at 10 March 2025 by Haslams Surveyors LLP at £1,100,000.

The Company has adopted a policy of revaluation for tangible fixed assets. Had these assets been measured at historic cost, the carrying values would have been as follows:

	2025 £	2024 £
Freehold property	<u>549,831</u>	<u>549,831</u>

14. Fixed asset investments

	Unlisted investments £
Cost or valuation	
At 1 April 2024	56,974
Revaluations	(2,654)
	<hr/>
At 31 March 2025	<u>54,320</u>
	<hr/>
Net book value	
At 31 March 2025	54,320
	<hr/>
At 31 March 2024	<u>56,974</u>
	<hr/>

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**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2025**

14. Fixed asset investments (continued)

15. Stocks

	2025	2024
	£	£
Work in progress	712,380	552,366

16. Debtors

	2025	2024
	£	£
Trade debtors	798,549	1,047,242
Other debtors	26,169	24,268
Prepayments and accrued income	93,389	101,962
	918,107	1,173,472

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17. Creditors: Amounts falling due within one year

	2025 £	2024 £
Trade creditors	174,211	257,134
Other taxation and social security	68,118	65,287
Other creditors	125,311	151,487
Accruals and deferred income	458,819	514,897
	<u>826,459</u>	<u>988,805</u>
	2025 £	2024 £
Deferred income at 1 April 2025	450,199	210,946
Resources deferred during the year	382,430	450,199
Amounts released from previous periods	(450,199)	(210,946)
Deferred income at 31 March 2025	<u>382,430</u>	<u>450,199</u>

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**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2025**

18. Statement of funds

Statement of funds - current year

	Balance at 1 April 2024 £	Income £	Expenditure £	Transfers in/out £	Gains/ (Losses) £	Balance at 31 March 2025 £
Unrestricted funds						
Designated funds						
Designated Funds - all funds	288,168	-	-	250,000	-	538,168
General funds						
General Funds - all funds	1,932,044	4,032,452	(3,551,729)	(435,925)	-	1,976,842
Revaluation reserve	888,318	-	-	-	(651,617)	236,701
Pension reserve	(484,000)	-	19,000	-	465,000	-
	2,336,362	4,032,452	(3,532,729)	(435,925)	(186,617)	2,213,543
Total Unrestricted funds	2,624,530	4,032,452	(3,532,729)	(185,925)	(186,617)	2,751,711
Endowment funds						
- Original gift	9,083	-	-	-	-	9,083
- Unapplied total return	586	-	-	-	-	586
- Original gift	28,247	-	-	-	-	28,247
- Unapplied total return	740,962	-	-	-	(2,655)	738,307
	778,878	-	-	-	(2,655)	776,223

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**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2025**

18. Statement of funds (continued)

	Balance at 1 April 2024 £	Income £	Expenditure £	Transfers in/out £	Gains/ (Losses) £	Balance at 31 March 2025 £
Restricted funds						
Alana House Reading	-	632,791	(632,791)	-	-	-
Strengthening Families	-	262,412	(448,337)	185,925	-	-
Bounce Back for Kids	-	437,984	(437,984)	-	-	-
	-	1,333,187	(1,519,112)	185,925	-	-
Total of funds	3,403,408	5,365,639	(5,051,841)	-	(189,272)	3,527,934

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**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2025**

18. Statement of funds (continued)

Statement of funds - prior year

	Balance at 1 April 2023 £	Income £	Expenditure £	Transfers in/out £	Gains/ (Losses) £	Balance at 31 March 2024 £
Unrestricted funds						
Designated funds						
Designated Funds - all funds	363,168	-	-	(75,000)	-	288,168
General funds						
General Funds - all funds	1,853,866	3,630,427	(3,331,389)	(220,860)	-	1,932,044
Revaluation reserve	888,318	-	-	-	-	888,318
Pension reserve	(802,000)	-	-	-	318,000	(484,000)
	1,940,184	3,630,427	(3,331,389)	(220,860)	318,000	2,336,362
Total Unrestricted funds	2,303,352	3,630,427	(3,331,389)	(295,860)	318,000	2,624,530
Endowment funds						
- Original gift	9,083	-	-	-	-	9,083
- Unapplied total return	586	-	-	-	-	586
- Original gift	28,247	-	-	-	-	28,247
- Unapplied total return	740,962	-	(20,071)	15,278	4,793	740,962
	778,878	-	(20,071)	15,278	4,793	778,878

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**NOTES TO THE FINANCIAL STATEMENTS
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18. Statement of funds (continued)

	Balance at 1 April 2023 £	Income £	Expenditure £	Transfers in/out £	Gains/ (Losses) £	Balance at 31 March 2024 £
Restricted funds						
Alana House Reading	-	593,270	(593,270)	-	-	-
Strengthening Families	-	92,985	(373,567)	280,582	-	-
Bounce Back for Kids	-	288,044	(288,044)	-	-	-
	<u>-</u>	<u>974,299</u>	<u>(1,254,881)</u>	<u>280,582</u>	<u>-</u>	<u>-</u>
Total of funds	<u>3,082,230</u>	<u>4,604,726</u>	<u>(4,606,341)</u>	<u>-</u>	<u>322,793</u>	<u>3,403,408</u>

OXFORD DIOCESAN COUNCIL FOR SOCIAL WORK INCORPORATED
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NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2025

18. Statement of funds (continued)

Unrestricted funds - designated

These are unrestricted funds which the trustees have decided should be used for particular purposes: The trustees agreed that the net value of unrestricted fixed assets held in the general fund should be transferred to a designated fixed assets fund, to provide a better understanding of the charity's unrestricted reserves. This excludes any assets held by restricted funds but includes assets financed by long term loans.

Unrestricted funds - general

Unrestricted funds are expendable at the discretion of the trustees in furtherance of the objects of the charity. The general fund represents the net free assets of the company.

Endowment funds

A permanent endowment is a capital fund where there is no power to convert the capital into income, i.e. the capital must be held indefinitely. An order was granted by the Charity Commission in 2002 permitting the trustees to adopt a total return approach to the investment of the below two endowment funds. This order permits the application of the unapplied total return to the charitable purposes of the charity.

Wellesley Home Trust Property Fund is a permanent trust set up under a Charity Commission scheme in 1978 from the general assets of the Wellesley Home following closure. The fund's assets are shares in a J.P.Morgan Unit Trust.

The capital in the St Mary's Home fund may be applied in or towards the provision of land and buildings for the support of women and girls at risk.

The trustees have agreed to designate a further £250,000 of funds during the year to underwrite the anticipated challenges to income in the CATCH service and potential additional role investment in the forthcoming year. This is in addition to a designated fund set up to underwrite Fixed Asset investment value in relation to any deficits arising in the Local Government Pension scheme.

Restricted funds

Restricted funds are funds which may only be used in ways that are restricted by the terms under which they were received:

- Alana House is a project which supports women who are at risk of entering or in the Criminal Justice System. The main service is in Reading with outreach support across Berkshire.
- Strengthening Families relates to support work carried out by PACT over and above the requirements of Inter Agency Fee, and includes support and assistance given to families and children via the dedicated Strengthening Families Team.
- Bounce Back for Kids is a project supporting families to heal from the trauma of domestic abuse. Services are provided in South Oxfordshire, West Berkshire, Reading, Wokingham, Oxford City and the Vale of the White Horse.

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**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2025**

19. Summary of funds

Summary of funds - current year

	Balance at 1 April 2024 £	Income £	Expenditure £	Transfers in/out £	Gains/ (Losses) £	Balance at 31 March 2025 £
Designated funds	288,168	-	-	250,000	-	538,168
General funds	2,336,362	4,032,452	(3,532,729)	(435,925)	(186,617)	2,213,543
Endowment funds	778,878	-	-	-	(2,655)	776,223
Restricted funds	-	1,333,187	(1,519,112)	185,925	-	-
	<u>3,403,408</u>	<u>5,365,639</u>	<u>(5,051,841)</u>	<u>-</u>	<u>(189,272)</u>	<u>3,527,934</u>

Summary of funds - prior year

	Balance at 1 April 2023 £	Income £	Expenditure £	Transfers in/out £	Gains/ (Losses) £	Balance at 31 March 2024 £
Designated funds	363,168	-	-	(75,000)	-	288,168
General funds	1,940,184	3,630,427	(3,331,389)	(220,860)	318,000	2,336,362
Endowment funds	778,878	-	(20,071)	15,278	4,793	778,878
Restricted funds	-	974,299	(1,254,881)	280,582	-	-
	<u>3,082,230</u>	<u>4,604,726</u>	<u>(4,606,341)</u>	<u>-</u>	<u>322,793</u>	<u>3,403,408</u>

20. Analysis of net assets between funds

Analysis of net assets between funds - current year

	Unrestricted funds 2025 £	Endowment funds 2025 £	Total funds 2025 £
Tangible fixed assets	437,899	701,832	1,139,731
Fixed asset investments	-	54,320	54,320
Current assets	3,140,271	20,071	3,160,342
Creditors due within one year	(826,459)	-	(826,459)
Total	<u>2,751,711</u>	<u>776,223</u>	<u>3,527,934</u>

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**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2025**

20. Analysis of net assets between funds (continued)

Analysis of net assets between funds - prior year

	Unrestricted funds 2024 £	Endowment funds 2024 £	Total funds 2024 £
Tangible fixed assets	1,095,449	721,904	1,817,353
Fixed asset investments	-	56,974	56,974
Current assets	3,001,886	-	3,001,886
Creditors due within one year	(988,805)	-	(988,805)
Provisions for liabilities and charges	(484,000)	-	(484,000)
Total	2,624,530	778,878	3,403,408

21. Reconciliation of net movement in funds to net cash flow from operating activities

	2025 £	2024 £
Net income for the year (as per Statement of Financial Activities)	311,143	3,178
Adjustments for:		
Depreciation charges	56,136	72,387
Gains/(losses) on investments	2,655	(4,793)
Interest received	(34,792)	(19,995)
(Increase)/decrease in work in progress	(160,014)	213,668
Decrease/(increase) in debtors	255,365	(530,553)
Increase/(decrease) in creditors	(162,346)	379,018
Defined benefit pension scheme cost less contributions payable	(21,000)	(36,000)
Defined benefit pension scheme finance cost	3,906	36,000
Net cash provided by operating activities	251,053	112,910

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**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2025**

22. Analysis of cash and cash equivalents

	2025 £	2024 £
Cash in hand	1,529,855	1,276,048
Total cash and cash equivalents	1,529,855	1,276,048

23. Analysis of changes in net debt

	At 1 April 2024 £	Cash flows £	At 31 March 2025 £
Cash at bank and in hand	1,276,048	253,807	1,529,855
	1,276,048	253,807	1,529,855

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**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2025**

24. Pension commitments

The Company operates a defined benefit pension scheme.

Royal County of Berkshire Pension Fund

PACT is an admitted body of the Local Government Pension Scheme (LGPS) as part of the Royal County of Berkshire Pension Fund ("the Fund"). Since 31 March 2013 the Fund only remains open to new PACT members of staff for a small number of senior posts. During the year the active PACT members of the Fund was 5 (2024 4 members).

The LGPS scheme is a funded, defined benefit scheme and contributions are set every 3 years as a result of the actuarial valuation of the Fund which estimates the asset and liability allocation for PACT. PACT's share of the assets of the Fund is less than 1%. The last valuation was at 31 March 2022 and the pension expense calculations as at 31 March 2025 have been provided by Barnett Waddingham, consulting actuaries to the Fund.

PACT also contributes to a defined contribution group personal pension scheme on behalf of those employees who are not members of the LGPS.

The Charities SORP (FRS 102) disclosures for the Fund at 31 March 2025 shows a surplus of £64k (2024: deficit £484k).

Employer contributions to this Fund totalled £109k (2024: £84k), at a contribution rate of 22.20% (2024: 22.20%). This cost is included in direct charitable expenditure in the SOFA.

The deficit at the beginning of the year was £484k (2024: £802k). The actuarial gain during the year was £529k (2024: £318k). This is shown in the SOFA as 'actuarial gains / (losses) on defined benefit pension schemes'. Other movements in the reconciliation to the closing balance totalled £nil (2024: £nil). This cost is included in direct charitable expenditure in the SOFA.

Principal actuarial assumptions at the Balance sheet date (expressed as weighted averages):

	At 31 March 2025	At 31 March 2024
	%	%
RPI increases	5.8	4.9
CPI increases	5.8	4.9
Future salary increases	4.6	4.6
Future pension increases	2.9	2.9
Proportion of employees opting for early retirement	2.65	2.65

	At 31 March 2025	At 31 March 2024
	Years	Years
Mortality rates (in years)		
- for a male aged 65 now	20.7	20.8
- at 65 for a male aged 45 now	22.0	22.0
- for a female aged 65 now	23.6	23.6
- at 65 for a female aged 45 now	25.0	25.0

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**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2025**

24. Pension commitments (continued)

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

	At 31 March 2025 £	At 31 March 2024 £
Equities	2,896,000	2,948,000
Corporate bonds	500,000	555,000
Property	359,000	385,000
Cash and other liquid assets	78,000	43,000
Other	447,000	341,000
Total fair value of assets	4,280,000	4,272,000

The actual return on scheme assets was £(113,000) (2024 - £159,000).

The amounts recognised in the Statement of Financial Activities are as follows:

	2025 £	2024 £
Current service cost	65,000	44,000
Net interest on the defined liability	21,000	36,000
Administrative expenses	4,000	4,000
Total amount recognised in the Statement of Financial Activities	90,000	84,000

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

	2025 £	2024 £
Opening defined benefit obligation	4,741,000	4,753,000
Current service cost	65,000	44,000
Interest cost	228,000	225,000
Contributions by scheme participants	36,000	20,000
Actuarial gains	(578,000)	(159,000)
Benefits paid	(212,000)	(142,000)
Closing defined benefit obligation	4,280,000	4,741,000

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**NOTES TO THE FINANCIAL STATEMENTS
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24. Pension commitments (continued)

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

	2025 £	2024 £
Opening fair value of scheme assets	4,257,000	3,951,000
Expected return on assets	207,000	189,000
Actuarial (losses)/gains	(113,000)	159,000
Contributions by employer	105,000	84,000
Contributions by scheme participants	36,000	20,000
Benefits paid	(212,000)	(142,000)
Administration expenses	(4,000)	(4,000)
Closing fair value of scheme assets	4,276,000	4,257,000

25. Transactions with connected charities

The Oxford Diocesan Board of Finance (ODBF) is a connected charity. During the year the charity received grant income of £65,200 (2024: £65,200) from ODBF.

26. Operating lease commitments

At 31 March 2025 the Company had commitments to make future minimum lease payments under non-cancellable operating leases as follows:

	2025 £	2024 £
Not later than 1 year	41,629	38,226
Later than 1 year and not later than 5 years	73,651	63,807
	115,280	102,033

27. Related party transactions

No related party transactions noted during the year.



Parents And Children Together

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The Oxford Diocesan Council for Social Work Inc., (trading as PACT) is a Company limited by guarantee, registered In England (No. 1636098) and a Registered Charity (No. 285214), whose Registered Office is 7 Southern Court, South Street, Reading, Berkshire, RG1 4QS.

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