

**The Bishops' Conference of Scotland
Catholic National Endowment Trust**

Scottish Charity Number SC016650

Report of the Trustees and Financial Statements

For the year ended 31 December 2024

**Contents of the Financial Statements
For the year ended 31 December 2024**

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Report of the Trustees

For the year ended 31 December 2024

The trustees present their report with the financial statements of the charity for the year ended 31 December 2024. The trustees have adopted the provisions of 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).

OBJECTIVES AND ACTIVITIES

Objectives and aims

CNET was founded in 1968 as the trust body supporting the work of the Bishops' Conference of Scotland. The Trustees are the Roman Catholic Bishops of Scotland who are appointed in accordance with the provisions of the Code of Canon Law. The objectives of the Trust are to promote, establish, develop, expand, contribute to, support and maintain facilities, projects, schemes and institutions of all kinds having a religious, educational or charitable purpose as understood by and in keeping with the aims and objectives of the Roman Catholic Church.

There are several separate funds within the Trust, which come under the jurisdiction and ownership of The Bishops' Conference of Scotland.

Restructuring of the Bishops' Conference of Scotland and Episcopal Responsibilities

At the plenary meeting of BCOS at the Royal Scots College in Salamanca, Spain, September 2022, the Bishops of Scotland agreed to a restructuring of the offices and agencies of the Bishops' Conference. The following changes were made:

The Vision of BCOS: Faith seeking understanding in the light of the Joy of the Gospel.

The Mission of BCOS: Walking together in faith, with the lay people, clergy and religious of Scotland, we embrace and share the Joy of the Gospel and the vision of the Catholic Church.

There are 6 areas of mission activity: 1) Proclaiming the Good News of Jesus Christ 2) Promoting respect and care for human life 3) Supporting lay vocations 4) Ordering Sacred Liturgy and Worship 5) Forming for Ministry 6) Nurturing Catholic Heritage and Culture.

1) Proclaiming the Good News of Jesus Christ

- Evangelisation and Mission.
Synodality Committee.
Episcopal Responsibility: [REDACTED]
- Ecumenism and Interreligious Dialogue.
Joint Commission for Doctrine, Scottish Churches Forum
Episcopal Responsibility: [REDACTED]
- Committee for Interreligious Dialogue.
Episcopal Responsibility: [REDACTED]
- Education.
Scottish Catholic Education Service, SPRED.
Episcopal Responsibility: [REDACTED]
Teacher Education and Development.
Episcopal Responsibility: [REDACTED]
- Public Affairs.
Scottish Catholic Media Office.
Episcopal Responsibility: [REDACTED]
Catholic Parliamentary Office,
Episcopal Responsibility: [REDACTED]
Scottish Churches Committee
- Missio Scotland
Episcopal Responsibility: [REDACTED]

**Report of the Trustees (cont'd)
For the year ended 31 December 2024**

Objectives and Activities (cont'd)

2) Promoting respect and care for human life

- Care for Creation Office
Episcopal Responsibility: [REDACTED]
- Life Issues
Day for Life, Beginning of Life Issues, End of Life Care, Bishops' Joint Bioethics Committee
Episcopal Responsibility: [REDACTED]
- Justice and Peace
Justice and Peace Scotland, Migrants and Refugees
Episcopal Responsibility: [REDACTED]
- Pastoral and Social Care
Scottish Catholic Safeguarding Standards Agency, Safeguarding Standards (In God's Image)
Episcopal Responsibility: [REDACTED]
Prison Chaplaincy
Episcopal Responsibility: [REDACTED]
Hospital Chaplaincy, World Day for the Poor, SVP
Episcopal Responsibility: [REDACTED]
- SCIAF
Episcopal Responsibility: [REDACTED]
- STELLA MARIS (Apostleship of the Sea)
Episcopal Responsibility: [REDACTED]

3) Supporting lay vocations

- Consecrated Life, Joint Commission of Bishops and Religious in Scotland
Episcopal Responsibility: [REDACTED]
- Marriage and Family Office
Episcopal Responsibility: [REDACTED]
- Lay Faithful
Adult Catechesis, Catholic Youth Service, Catholic Associations, New Movements
Episcopal Responsibility: [REDACTED]
- Scottish Catholic Tribunal Office
Episcopal Responsibility: [REDACTED]

4) Ordering Sacred Liturgy and Worship

- Liturgy Commission, Committee for Liturgical Music
Liturgical Calendar, National Pilgrimage, Devotional Practices and Initiatives
Episcopal Responsibility: [REDACTED]

5) Forming for Ministry

- Priesthood and Permanent Diaconate
Seminaries, Priests for Scotland, Commission for Permanent Diaconate Ongoing Formation for Ministry
Episcopal Responsibility: [REDACTED]

6) Nurturing Catholic Heritage and Culture

- Heritage and Culture
Heritage Commission, Scottish Catholic Heritage Collections Trust, Scottish Catholic Museum Management Committee
Episcopal Responsibility: [REDACTED]
- Scottish Catholic Archives
Archives Management, Preservation and Storage, Data Protection
Episcopal Responsibility: [REDACTED]

**Report of the Trustees (cont'd)
For the year ended 31 December 2024**

ACHIEVEMENT AND PERFORMANCE

The Conference looks forward to transferring and consolidating its offices and agencies in 2026 according to the revised structures as it relocates to a new office Glasgow.

Charitable activities

It was noted in the 2021 Accounts that a possible new office location had been identified in the East End of Glasgow. However, another property to buy has now been identified in Glasgow, the Martyrs' School building and it is anticipated that the sale will be completed by the end of 2025. Work is ongoing to ensure that the interior of the property is appropriately designed to our requirements, particularly for the Archive and the SCHCT museum.

As previously noted, the intention is to relocate all of the Commissions (aside from the Tribunal for the time being), the Archive & also the museum of the Scottish Catholic Heritage Collections Trust, formerly based in Blairs, Aberdeen.

Much of the work of the Commissions/Agencies is ongoing however some specific activities and events within 2024 are worth highlighting.

Justice & Peace

Highlights of 2024

Justice & Peace Scotland continued to flourish in 2024 through a variety of initiatives and activities. The recruitment of a Campaigns and Communications Coordinator in May meant that we returned to a full staff team. Both team members worked independently on agreed remit areas and in partnership on larger-scale projects and advocacy actions to significantly raise the profile of Justice & Peace Scotland in 2024 through hosting engaging events, visiting parishes and schools, growing our online presence, participating in a broad range of campaigns, and joining in collaborative working with other agencies.

Peace and Non-Violence

In April we hosted "Hope For Peace for Gaza: A Conversation With [REDACTED]" to mark the visit of the parish priest of the Holy Family Catholic Church in Gaza to Scotland. Around 200 guests attended a talk and Q&A in Glasgow Royal Concert Hall followed by mass in St Andrew's Cathedral concelebrated by Archbishop Nolan alongside Bishop Toal, Bishop Dougan, and a number of clergy. The events were also attended by religious and ecumenical representatives from around the country.

J&P Scotland led on the coordination of an Ecumenical Christian Peace Witness Vigil at Faslane Naval Base in August. Readings, prayer and reflection were led by [REDACTED], the Moderator of the General Assembly of the Church of Scotland, and the Scottish Episcopal Bishop of Brechin. The Vigil was attended by over forty supporters from across Scotland.

Care For Creation and Climate Justice

In collaboration with the Care of Creation Office and SCIAF, we facilitated the first Season of Creation Conference in St Margaret's, Stirling, in September. The all-day event provided an opportunity for agencies to showcase how they put Care of Creation work and Laudato Si principles into practice and encourage attendees to begin to plan how they can do similar in their dioceses and parishes. The Conference was attended by representatives from all eight Scottish dioceses.

**Report of the Trustees (cont'd)
For the year ended 31 December 2024**

ACHIEVEMENT AND PERFORMANCE Charitable activities (cont'd)

Justice and Peace – (continued)

At the beginning of November, we hosted a COP29 Mass in St Andrew's Cathedral, again in partnership with the Care of Creation Office and SCIAF. The mass was attended by supporters from across the country and around sixty school pupils. In addition, J&PS coordinated press and social media updates for the Bishops' statement on Fossil Fuel Non-Proliferation and a Just Transition, released to mark COP29, which resulted in significant coverage across national media.

Social Justice and Poverty

Our Fair Work in Social Care Campaign in collaboration with the Church of Scotland continued and in September representatives from both organisations met with the Cabinet Secretary for Health and Social Care to advocate for fair work and fair pay in the social care sector.

As members of the Poverty Alliance, we identified their campaign to introduce a Minimum Income Guarantee in Scotland as an initiative to promote among J&P Scotland supporters in 2024, however we have since learned that the journey towards a MIG is a "long game" endeavour and that the Poverty Alliance will advise member organisations when the time is right for public engagement and advocacy.

Refugees, Migration, and People Seeking Asylum

Throughout the year we resolutely campaigned alongside fellow members of Scottish Faiths Action for Refugees (SFAR) in support of the Scottish Government's plans to extend the concessionary bus travel scheme to include people seeking asylum. A particular highlight in this regard was in December when we co-authored a parliamentary briefing alongside the Church of Scotland which called on MSPs not to pit vulnerable groups against one another for political gain and sought to remind them in the approach to Christmas that the Holy Family were once refugees. The briefing was directly quoted by seven MSPs during a debate on the topic and the accompanying press release received national media coverage.

Catholic Social Teaching

J&PS visited fourteen schools across five dioceses to host workshops and assemblies on justice and peace issues, Laudato Si Schools Scotland, and Catholic Social Teaching. We continued working with two parishes in the Diocese of Motherwell on the pilot and development of our Justice & Peace Scotland Caritas Parish Project which aims to train volunteers to work alongside Caritas students to facilitate a series of in-parish activities on a given justice and peace issue, following a Learn – Pray – Act model, providing a means for the young people to meaningfully fulfil the "parish hours" element of their Caritas Award.

An unplanned development was our involvement in co-designing and co-facilitating the Caritas Formation Programme, a new joint initiative of J&P Scotland, the Bishops' Committee for Interreligious Dialogue, Pax Christi Scotland, and the Xaverians. The CFP is a two-day residential conference for schools at Conforti House, aimed at their Caritas Award cohort, and includes workshops on leadership, Catholic Social Teaching, and opportunities to engage with the activities of the host organisations and their role in the mission of the Church. We launched the CFP over two consecutive weeks in September with two schools attending each pilot and approximately eighty pupils engaged overall.

In October we developed a three-part CST Parish Workshop Series on the following topics: "Human Dignity as the Foundation of CST", "Striving for the Common Good and the Principles of CST" and "See - Judge - Act: Responding to Injustices as a Follower of Christ." The series aims to engage parishes with J&P Scotland by

**Report of the Trustees (cont'd)
For the year ended 31 December 2024**

ACHIEVEMENT AND PERFORMANCE Charitable activities (cont'd)

Justice and Peace – (continued)

exploring CST in depth. A successful pilot took place in St Anthony's and St Mark's in Rutherglen where an average of fifteen attendees joined each input, notably the majority of audience members came along consistently for workshops one, two, and three.

Communications and Branding

We sought to increase public engagement with J&PS by improving and modernising our online presence and our website. To achieve this, we worked with branding company Algiz to create a new logo and brand kit for use on digital platforms and print media. Additionally, we have endeavoured to post online content more consistently, resulting in a 63.2% percent increase in audience reach across social media and a 23.1% increase in online followers. Although we hoped to have a new website ready to launch by the end of 2024, this work is ongoing as the brand development took a considerable amount of time between the summer and the end of the year. We did launch a new quarterly newsletter, however, which gives updates to the J&P Scotland network on our work and how they can get involved as well as providing opportunities for partner agencies and supporters to contribute blogs and reflections on justice and peace issues.

Scottish Catholic Education Service (SCES)

In 2024 SCES continued their work with the guidance of Archbishop Nolan, Bishop President for Education. SCES continued working to the agreed Strategic Plan. This governs the work undertaken by the SCES staff. All matters relating to the current and proposed workstreams of SCES are discussed, and when appropriate, ratified by the Executive Board. In addition, the Director of SCES prepares and presents a formal report to the Bishops' Conference on a regular basis. We believe that the formal processes in place have ensured that SCES continues to serve the BCOS in a manner which reflects their high expectations and ensures that all Bishops are able to shape the work of SCES.

Since August, SCES staffing has been reduced to 1.6 FTE members of staff, as the Education Adviser moved to a new post. SCES has managed to ensure that all major commitments have been met in this period, however, some standing working groups have not been convened as there has been reduced capacity. SCES staff continue to follow the guidance from the General Secretary in regard to flexible working, with staff working collaboratively with the Director of SCES to agree working time agreements and patterns of home working.

We believe that the scope and reach of the work of SCES is of benefit to the Catholic Education community, to the associated Catholic agencies that we work in partnership with and to wider Scottish Education.

The work of this agency, on behalf of the Bishops' Conference of Scotland, is of public benefit as it demonstrates the Church's contribution to the common good of the Scottish education system.

SCES continues to be a strong voice for Catholic schools, Catholic parents and Catholic teachers. Through the purposeful partnerships with Scottish Government, Her Majesty's Inspectors and Education Scotland, we believe we are best placed to ensure that the views and interests of the Catholic Church in Scotland is heard on educational matters. The inclusion of SCES in many national working groups is a testimony to the high regard with which this agency is held.

**Report of the Trustees (cont'd)
For the year ended 31 December 2024**

ACHIEVEMENT AND PERFORMANCE Charitable activities (cont'd)

SCES - continued

SCES has formal structures in place with the Catholic Head Teacher Associations of Scotland, the University of Glasgow, the National RE Advisers and the Catholic Education Services in England, Wales and Ireland. Through these structures SCES is able to react to concerns, meet the needs of our Catholic community and work in collaboration with other key stakeholders of Catholic Education. In addition, SCES is a member of the European Committee for Catholic Education (CEEC) and the Global Committee for Catholic Education (OIEC).

The main workstreams for SCES during 2024 have been:

1. Implementation of SCES priorities and action plan
2. Convening of National Catholic Education Forum
3. Continuation of Laudato Si Schools Scotland/Laudato Si Action Platform
4. Engagement with Scottish Government and Local Authorities
5. International collaboration
6. Introduction of 9 working groups focussing on curriculum development, using a synodal approach to these work streams
7. Introduction of new approach to school evaluation

Summary:

With the guidance of the Chair of the SCES Executive Board, an iterative and dynamic approach to setting and meeting priorities has been established. The Board are instrumental in ensuring that the priorities reflect the needs of the Catholic Education Community, and that SCES have the capacity to achieve these priorities.

Scottish Catholic Archives

There follows an overview of our work during 2024 –

1. Enquiries

We receive enquires from a number of areas –

- Within the Bishops' Conference of Scotland
- Scottish Dioceses – Paisly, Galloway and Edinburgh
- Scottish Redress System – although we had several enquires in this area, we hold very little information on this subject and were unable to give much guidance.

2. NALCC (Networking Archives and Libraries in the Catholic Church)

There will hopefully be a future meeting in 2025 as these have been postponed since the pandemic. The partners do require support since there has been an IT systems update, and where appropriate we have been revised catalogues that we hold.

Report of the Trustees (cont'd)

For the year ended 31 December 2024

ACHIEVEMENT AND PERFORMANCE - Charitable activities (cont'd)

Scottish Catholic Archives – continued

3. Access to the Collection

Researchers can access the collection via the National Records of Scotland in Edinburgh in their search room.

4. University of Aberdeen – Historical Collection Survey

There has been a survey carried out over four areas –

- Blairs library – owned by Scottish Catholic Heritage Collections Trust
- Scottish Catholic Archives Historical Archive (full collection) – owned by Scottish Catholic Heritage Collections Trust
- Chapelton – statistical survey – owned by Diocese of Aberdeen
- Leslie Family of Balquhain – statistical survey – owned by Diocese of Aberdeen

The survey took place in May/June 2024 and a due diligence visit was made on 3rd June to establish how the survey was progressing.

5. Accessions 2024 –

We acquired a number of new materials during the year, for example –

- St Margaret's convent – material re the Ursulines of Jesus collection. The material consists of property papers from 1903.
- St Vincent de Paul & St Mary Magdalen's Edinburgh – we collected material from a member of SVDP covering over 55 years of work in Edinburgh.
- SCIAF & Catholic Education

6. Cataloguing

Whilst the collection is in storage work has concentrated on cataloguing priorities.

Ecumenism and Interreligious Dialogue

Alongside the Xaverian Community in Scotland the Commission joined with other Catholic organisations to deliver a formation programme at the Conforti Institute, that supports students in their Caritas year. Following on from this course between October and November our staff along with a representative from the Shia Muslim community in Scotland visited schools to deliver a workshop on the links between our communities and to focus on the Human Fraternity Document and how they can use it as a foundation for interreligious dialogue and activity in their school community.

We hosted a conference on 'Human Fraternity' at the University of Glasgow which focused on Islamic education and interfaith dialogue.

Report of the Trustees (cont'd)

For the year ended 31 December 2024

ACHIEVEMENT AND PERFORMANCE - Charitable activities (cont'd)

Catholic Parliamentary Office (CPO)

2024 Highlights

- The Catholic Parliamentary Office (CPO) engaged with Parliament, Government and stakeholders on several issues, including proposals to legalise assisted suicide across the UK, Abortion Services (Safe Access Zones) (Scotland) Bill, fair pay for social care workers, palliative care strategy for Scotland, and ongoing plans to ban 'conversion practices' across the UK.

The Director attended regular meetings of the Care Not Killing (CNK) Steering Group to coordinate a response to the Assisted Dying for Terminally Ill Adults (Scotland) Bill in the Scottish Parliament and the Terminally Ill Adults (End of Life) Bill in the UK Parliament. The response included meetings with MSPs and MPs and helping to organise events. The Director also worked closely with the Marriage, Family and Life Commission to inform Catholic parishes and the laity and encourage engagement with parliamentarians on both Bills.

The Director worked closely with Being Catholic TV who produced 'Do No Harm', a documentary outlining the dangers of legalising assisted suicide and which featured, among others, [REDACTED]

- The CPO organised and supported a productive meeting between Bishop of Aberdeen and the First Minister at the Scottish Parliament in October. During the cordial meeting, which was held in the First Minister's office at the Scottish Parliament, the important role of the Catholic Church in supporting local communities and providing for those in need was discussed, as well as the key part played by Catholic schools in educating many of Scotland's young people. Concerns were raised about the impact of some policy and legislation on religious freedom with discussions around the importance of recognising and respecting the right to disagree, including in relation to beginning and end of life issues.
- The CPO helped to organise a lunch meeting between the bishops and the First Minister at Bute House, following an invitation from the First Minister. The bishops and the First Minister discussed a range of important issues during the meeting, including education, poverty, pro-life issues, assisted suicide, freedom of religion, and the Scottish Government's commitment to 'loss and damage' and helping communities particularly vulnerable to climate change. The work of various Bishops' Conference agencies including SCIAF and the Scottish Catholic Education Service were also discussed.
- The Director and the General Secretary attended the Scottish Government's inaugural Faith & Belief Conference in October along with [REDACTED]. The event, which is expected to become an annual feature, provided a useful opportunity to network with other faith & belief representatives, Government ministers and civil servants.
- The CPO played a key role in organising the inaugural [REDACTED] Mass in the Scottish Parliament in June. The Mass, sponsored by [REDACTED], was well attended, including the Presiding Officer, [REDACTED], and MSPs from across several parties. The Mass was followed by a reception where those bishops in attendance had an opportunity to chat with MSPs.

Report of the Trustees (cont'd)

For the year ended 31 December 2024

ACHIEVEMENT AND PERFORMANCE - Charitable activities (cont'd)

Catholic Parliamentary Office (CPO) - continued

- The CPO developed and published resources for the lay faithful ahead of the General Election in July, including a letter from the bishops.
- The CPO played a key part in organising two BCOS tables at the National Prayer Breakfast.
- The Director has had regular meetings with the Scottish Government as part of the government's Faith and Belief strategy, including a meeting with [REDACTED] [REDACTED].
- The CPO provided support and assistance to Friends of Divine Mercy Scotland when the Mercy Bus visited the Scottish Parliament in September.
- The CPO has been increasingly active in encouraging lay participation in politics and in sending correspondence to its mailing list, diocesan chancellors, and using social media to share information. The CPO has also continued to: build on growth of traffic to its website and social media accounts and work to increase outreach via its mailing list; support BCoS agencies and other Catholic groups in political engagement; consider invitations to promote the work of the office and to encourage active participation in the political discourse.

Scottish Catholic Media Office (SCMO)

The Catholic Media Office has closed pending re-organisation and strategic planning. The former site of the Media Office (Glasgow) has been sold. [REDACTED] has initiated a working group to set-up a new social media and communication office.

Care of Creation Office (COC)

- The COC group has been involved in various efforts to promote the encyclical letter, Laudato Si, and also to engage with the Scottish government. The Bishops' Conference has disinvested from fossil fuels and pursues an ethical investment policy which includes environmental and ecological priorities. [REDACTED] and [REDACTED] attended a Care of Creation conference organised by the CCEE in Munich, June 2024.

Liturgy Commission

A new lectionary came into use in Catholic parishes in Scotland from Advent 2024, the beginning of the Holy Year. [REDACTED] noted that "The Scottish bishops, in collaboration with the bishops of England and Wales, have chosen the English Standard Version Catholic Edition (ESVCE) to ensure 'the treasures of the Bible can be opened up more lavishly for the faithful at the table of God's word'" (Sacrosanctum Concilium 51).

Report of the Trustees (cont'd)

For the year ended 31 December 2024

ACHIEVEMENT AND PERFORMANCE - Charitable activities (cont'd)

Marriage, Family and Life Office

The Commission is developing a national Marriage Preparation Course, including support for newly married couples as they start a family. This follows the guidance of Pope Francis' document "Catechumenal Pathways for Married Life" which encourages couples to undergo marriage preparation over a period of at least six months, ahead of a lifetime of marriage.

Our quarterly newsletter and more information can be found at www.marriagefamilyandlife.org.uk.

FINANCIAL REVIEW

Financial position

In 2024, the income of the trust from all sources was £1,578,541. The main sources are levies on dioceses authorised by the Bishops and parish collections agreed by the Bishops, providing financial support to Commissions and Agencies of the Bishops' Conference. Money is collected by each diocese and forwarded to CNET along with the levies.

Parish collections authorised by the Bishops for the purposes of the Commissions and Agencies which are received by the Bishops' Conference are:

- World Communications Day (to support the Catholic Communications Commission)
- Justice and Peace Collection (to fund Justice and Peace initiatives at diocesan level and support the work of the Commission at national level)
- Catholic Education Collection (to support the promotion of Catholic Education in the dioceses and the work of the Catholic Education Commission and the Scottish Catholic Education Service)
- Day for Life (an annual event in response to the call from Pope John Paul II who wanted to encourage the Catholic Community throughout the world to reflect on the profundity of Catholic teaching about the dignity of the human person from conception until natural death and to offer the opportunity to provide practical assistance to groups and organisations which work to uphold the person's dignity in a way which brings to everyone an appreciation of the compassion of Jesus Christ and the teaching of the Church).

Other income is mainly derived from donations for materials provided by Commissions (e.g., magazines/posters/conferences etc).

The levies requested are based on the budgeted expenditure for each Commission/Agency in the forthcoming year.

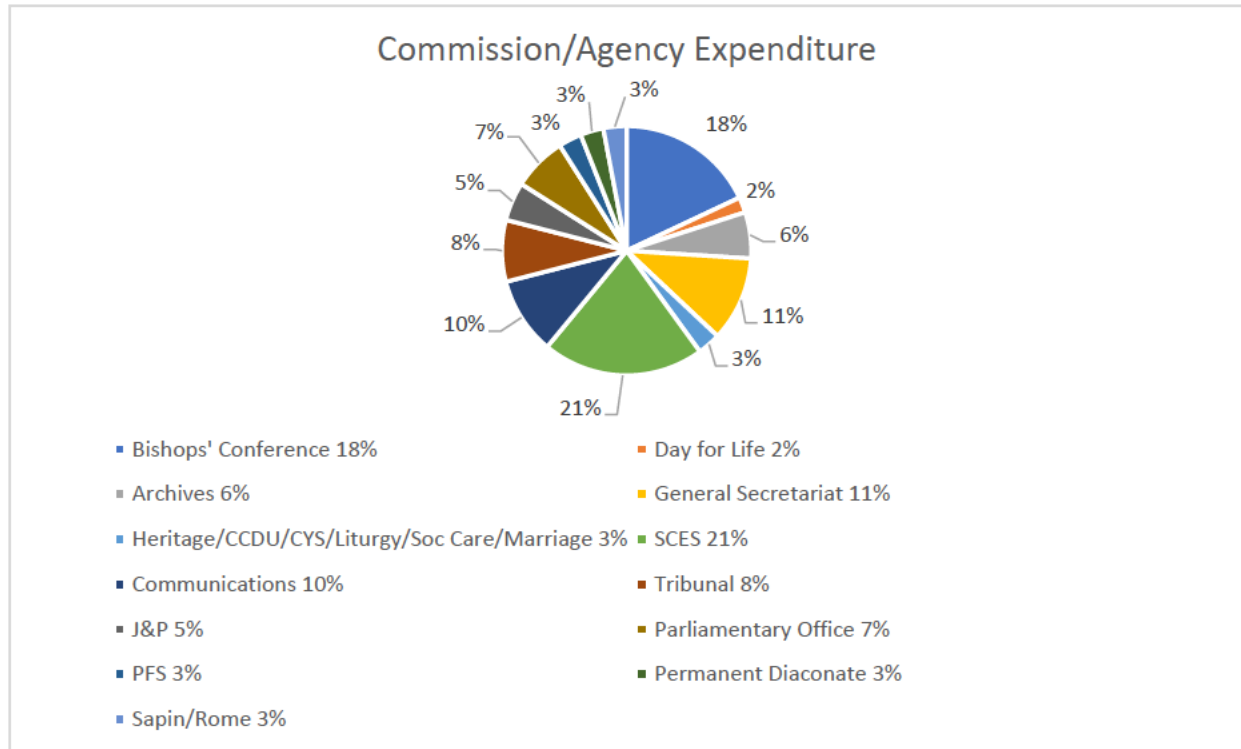
Our property in Edinburgh (Columba House) that housed our Archives had become unfit for purpose and alternative arrangements had been investigated for several years. As noted in this year's report we are in the process of purchasing a building in Glasgow suitable for not only all of the Bishops' Conference's Commissions and Agencies but also the Scottish Catholic Heritage Collections Trust which includes a museum. Hence, we sold the property during 2023 and moved out in October. The contents have been moved to a site in Addiewell.

During 2024 we sold the office space in central Glasgow which was the former location of our Media Office. The property was sold for £115,000 and this resulted in a gain of £106,000.

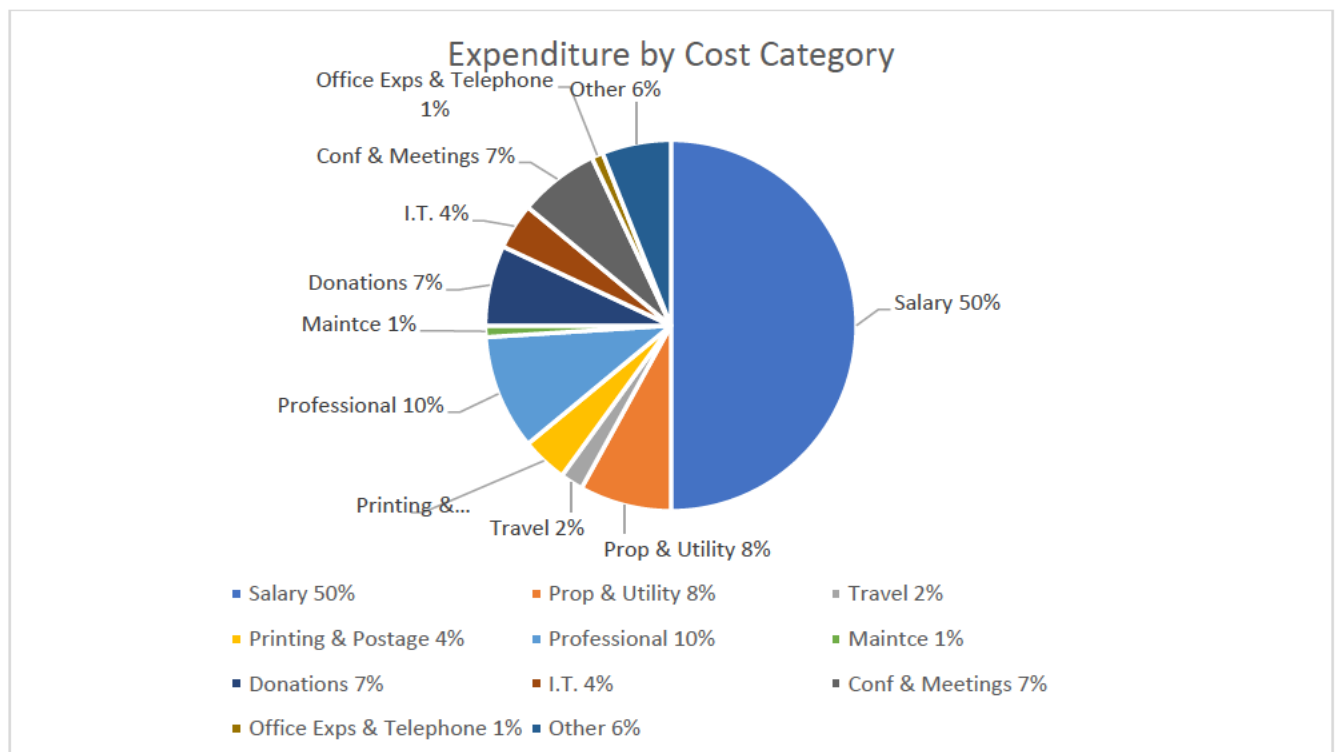
**Report of the Trustees (cont'd)
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FINANCIAL REVIEW - Financial position (cont'd)

The following shows a breakdown of actual expenditure for each Commission/Agency.



The following shows a breakdown of actual expenditure by cost category.



**Report of the Trustees (cont'd)
For the year ended 31 December 2024**

FINANCIAL REVIEW (cont'd)

Financial position (cont'd)

As in previous years, the donations primarily relate to payments to other organisations such as Pontifical Scots College, Rome and other appropriate donations are made from the 'Day for Life' fund.

Several lay professional persons are employed within the Commissions to provide expertise in appropriate areas hence salary costs are the major category of expenditure incurred.

Principal funding sources

CNET is dependent upon diocesan levies for its income, which are agreed annually by the Bishops (and reviewed by the members of the Episcopal Finance Committee).

Investment policy and objectives

The charity holds funds on deposit at the bank and in investments. The trustees seek to maintain an ethical investment policy through a process of making judgments about the products, services and corporate practices as well as their financial efficacy. A new ethical policy document was approved this year.

Reserves policy

The charity has significant free unrestricted reserves. This level is continually reviewed to ensure that there are adequate free reserves to meet continuing charitable commitments and operational activities. It is also felt that this level enables us to deal with any major contingency that might arise. In addition, Restricted Reserves are held for various projects, see note 19.

The charity has both unrestricted and restricted reserves and the Trustees review budgets and management accounts on a regular basis to monitor the activity of the charity and the utilisation of incoming resources. On this basis the Trustees consider the charity to be a going concern and financial statements are accordingly prepared on the going concern basis. There are no known, material uncertainties about the charity's ability to continue as a going concern.

Going concern

The trustees are in agreement that they have a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. There are no known material uncertainties, and it is therefore appropriate to prepare the financial statements on a going concern basis.

Risk Assessment

The Trustees assess the risks to which the charity is exposed, particularly those relating to organisational structure, operational areas and finances, by identifying and ranking risks in terms of their potential impact and likelihood. The Trustees believe that by monitoring reserve levels, ensuring that controls exist over finance systems and examining the organisational structure and operational areas of the charity they are developing appropriate strategies, and are establishing effective systems to mitigate these risks.

**Report of the Trustees (cont'd)
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FUTURE PLANS

Justice & Peace

This year we aim to build on the success of 2024 by upscaling much of the initiatives of the previous twelve months. August marks the 80th anniversary of the dropping of the atomic bombs on Hiroshima and Nagasaki so we therefore plan to significantly increase attendance at 2025's Ecumenical Christian Peace Witness Vigil at Faslane through joint promotions and potentially hosting a "lead in" event in conjunction with the Church of Scotland. After positive feedback from schools who participated in the Caritas Formation Programme, an increase in available dates for 2025 has been confirmed at Conforti House and the Programme will be offered nationally to schools over five separate weeks in June, August and September. The J&PS Caritas Parish Project for this year's students will end in Feb 2025 and feedback meetings will be held with participating parishes to plan the next steps in its' development, and the CST Parish Workshop Series will be advertised nationally. The ten-year anniversary of Pope Francis' Laudato Si occurs in May, and we intend to celebrate with an event hosted by ourselves, the Care of Creation Office and SCIAF to build on the success of this year's collaborations. Finally, we will continue to develop communications and engagement by launching a new website and utilising a new mailing list provider.

Scottish Catholic Education Service (SCES)

Focus for 2025

Achieving SCES strategic priorities and action plan (including)

- Establishment of Chaplaincy support
- Implementation of pilot project centred on evangelisation within schools
- Further development of leadership initiatives
- supporting the creation of local parent network (carried over from 2023)
- Planning and participation in the Jubilee of 2025

Scottish Catholic Archives

2025 Future Plans

- Planning for the move of the Archive.
- Re-housing Archdiocese of Edinburgh collection and housing the collected Parish Registers in new archive boxes, 1000 new boxes bought.
- Create a location plan and link this to the collections in CALM.
- To develop a Digital Preservation Strategy and investigate "Preservica" to archive BCoS, Media and Parliamentary Offices.

**Report of the Trustees (cont'd)
For the year ended 31 December 2024**

FUTURE PLANS (cont'd)

Catholic Parliamentary Office (CPO)

2025 Future Events

- The CPO will continue to engage with Parliament and Government in the year ahead, including responding to proposals on assisted suicide, the Scottish Government review of abortion law and proposals to introduce a law banning 'conversion practices'. The Director will also engage with other proposals, consultations and legislation of interest to the Bishops' Conference.
- The Director will continue to meet with the Care Not Killing Alliance Steering Group and other stakeholders to coordinate an effective response to efforts to legalise assisted suicide across the UK. The CPO will continue to engage with the Catholic community in Scotland through parishes, mailing lists and social media to encourage contact with MSPs and MPs on the issue of assisted suicide.
- The CPO will organise and support a Mass in the Scottish Parliament to commemorate the Feast of Ss. Thomas More and John Fisher. This is scheduled to take place on Wednesday 18 June and will be followed by a meet and greet with MSPs.
- The CPO will organise and support a bishops' visit to Westminster in early April.
- The CPO aims to: continue building on growth of traffic to its website and social media accounts and increase numbers on its mailing list and further explore new opportunities for a new website; support BCoS agencies and other Catholic groups in political engagement; consider invitations to promote the work of the office and to encourage active participation in the political discourse.

Catholic Media Office

A new office of social media and communications will be set-up later this year.

Royal Scots College, Spain

The Rector has indicated that it is open to extending the financial support given by the College to related aspects of the BCoS work, particularly the formation of seminarians and the care of the Church's Archives.

**Report of the Trustees (cont'd)
For the year ended 31 December 2024**

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing document

The charity is controlled by its governing document, a deed of trust, and constitutes an unincorporated charity.

The charity is an unincorporated association constituted by the Statutes of the Bishops' Conference of Scotland, approved on 29th November 2003 at the Congregation for Bishops in Rome, in accordance with the Motu Proprio Apostolos Suos of Pope John Paul II, 21st May 1998 and the Observations of the Congregation for Bishops, 21st September 2002, and governed by the provisions of the Code of Canon Law (1983). In order to support their charitable aims when working together the Roman Catholic Archbishops and Bishops of Scotland, known since 1986 as the Bishops' Conference of Scotland, established a declaration of Trust as from 4th April 1968, under the title of the Catholic National Endowment Trust (CNET). The Bishops' Conference of Scotland (CNET) is a recognised Scottish charity and as such is not subject to UK income tax.

Trustees and decision making

The trustees of the charity are the Diocesan Bishops of Scotland.

Organisational structure

The Trust is administered by the General Secretary of the Bishops' Conference who is appointed by the Trustees.

To ensure that there is close financial scrutiny of the Bishops' Conference of Scotland's Accounts the Finance Officer provides regular updates to the Bishops at their meetings and also to the Diocesan Finance Officers at their Episcopal Finance Committee meetings. The Bishops' Conference budget, which specifies the income to be received from the Dioceses to meet the anticipated expenditure for the coming year, is agreed by the Bishops' at their end of year meeting. However, prior to this the Episcopal Finance Committee review in detail the budget and raise any issues before making recommendations to the Bishops and seeking their approval. There are regular monthly reports distributed to each Commission which details their expenditure to ensure that they remain within their budgeted expenditure.

Induction and training of new trustees

In order to properly discharge their duties, Trustees are provided with an induction which details the structure and objectives of the Trust and sets out what their responsibilities are as Bishops in the Roman Catholic Church. There is also an induction course given by the Holy See in Rome. Additional training is provided wherever necessary and there are six meetings of the Bishops' Conference per year with further meetings of the Standing Committee of the Conference which consists of the President, Vice-President, Episcopal Secretary and the General Secretary of the Bishops' Conference of Scotland. The Bishops are advised in the administration of the Trust by the Episcopal Finance Committee which is composed of both clerics and lay people who have a responsibility and expertise in the governance and financial management of the Church.

Key management remuneration

The key management personnel of the charity consist of the trustees and the General Secretary.

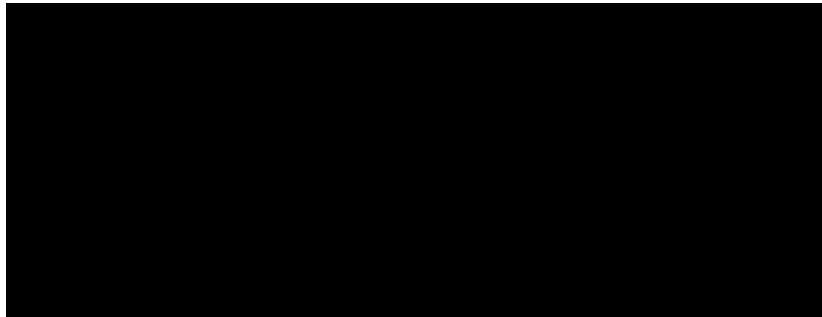
**Report of the Trustees (cont'd)
For the year ended 31 December 2024**

REFERENCE AND ADMINISTRATIVE DETAILS

Registered Charity number
SC016650

Principal address
General Secretariat
Bishops' Conference of Scotland
64 Aitken Street
Airdrie
Lanarkshire
ML6 6LT

Trustees



General Secretary



Independent auditors
Anderson Anderson & Brown Audit LLP
Statutory Auditors
Chartered Accountants
133 Finnieston Street
Glasgow
G3 8HB

Bankers
Bank of Scotland
40 South Bridge Street
Airdrie
ML6 6JA

Brokers
Brewin Dolphin
Level 8 Cadworks
41 West Campbell Street
Glasgow
G2 6SE

**Report of the Trustees (cont'd)
For the year ended 31 December 2024**

Statement of Trustees Responsibilities

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

The law applicable to charities in Scotland, the Charities and Trustee Investment (Scotland) Act 2005, Charities Accounts (Scotland) Regulations 2006 and the provisions of the charity's constitution requires the trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charity and of the incoming resources and application of resources, including the income and expenditure, of the charity for that period. In preparing those financial statements, the trustees are required to

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

The trustees are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the charity and to enable them to ensure that the financial statements comply with the Charities and Trustee Investment (Scotland) Act 2005, the Charities Accounts (Scotland) Regulations 2006 and the provisions of the charity's constitution. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Statement as to Disclosure of Information to Auditors

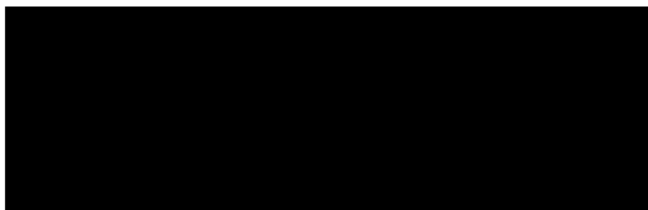
Each of the persons who are Trustees at the time when this Trustees' Report is approved has confirmed that:

- so far as that Trustee is aware, there is no relevant audit information of which the charity's auditors are unaware, and
- that Trustee has taken all the steps that ought to have been taken as a Trustee in order to be aware of any relevant audit information and to establish that the charity's auditors are aware of that information.

Auditors

A resolution to appoint AAB Audit & Accountancy Limited as auditor of the charity will be proposed at the next general meeting.

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



Date: 25/9/25

Report of the Independent Auditors' Report

To the Trustees of The Bishops' Conference of Scotland Catholic National Endowment Trust

Opinion

We have audited the financial statements of The Bishops' Conference of Scotland Catholic National Endowment Trust for the year ended 31 December 2024 which comprise the Statement of Financial Activities, the Balance Sheet, the Cash Flow Statement, the Notes to the Cash Flow Statement and the Notes to the Financial Statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice), including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland'.

In our opinion the financial statements:

- give a true and fair view of the state of the charity's affairs as at 31 December 2024 and of its incoming resources and application of resources for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice, including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and the Republic of Ireland'; and
- have been prepared in accordance with the requirements of the Charities and Trustee Investment (Scotland) Act 2005 and regulation 8 of the Charities Accounts (Scotland) Regulations 2006.

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 Auditors responsibilities for the audit of the financial statements section of our report. We are independent of the charity in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

We have nothing to report in respect of the following matters in relation to which the ISAs (UK) require us to report to you where:

- the trustees' use of the going concern basis of accounting in the preparation of the financial statements is not appropriate; or
- the trustees have not disclosed in the financial statements any identified material uncertainties that may cast significant doubt about the charity's ability to continue to adopt the going concern basis of accounting for a period of at least twelve months from the date when the financial statements are authorised for issue.

Other information

The other information comprises the information included in the Annual Report other than the financial statements and our Auditors' 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.

Report of the Independent Auditors' Report

To the Trustees of The Bishops' Conference of Scotland Catholic National Endowment Trust (continued)

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 (Scotland) Regulations 2006 (as amended) requires us to report to you if, in our opinion:

- the information given in the Report of the Trustees is inconsistent in any material respect with the financial statements; or
- proper 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 Statement of Trustees Responsibilities, the trustees are responsible for the preparation of the financial statements which give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

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

Our responsibilities for the audit of the financial statements

We have been appointed as auditor under section 44(1)(c) of the Charities and Trustee Investment (Scotland) Act 2005 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 Auditors' report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

We obtained an understanding of the legal and regulatory frameworks within which the charity operates, focusing on those laws and regulations that have a direct effect on the determination of material amounts and disclosures in the financial statements. The laws and regulations we considered in this context were the Charity SORP.

We identified the greatest risk of material impact on the financial statements from irregularities including fraud to be:

- Management override of controls to manipulate the charity's results;
- Timing and completeness of revenue recognition;
- Management judgement applied in calculating estimates and provisions; and
- Compliance with relevant laws and regulations which directly impact the financial statements and those that the charity needs to comply with for the purpose of trading.

Report of the Independent Auditors' Report

To the Trustees of The Bishops' Conference of Scotland Catholic National Endowment Trust (continued)

Our responsibilities for the audit of the financial statements (continued)

Our audit procedures to respond to these risks included:

- Testing of journal entries and other adjustments for appropriateness;
- Testing a sample of revenue transactions to ensure appropriate recognition;
- Reviewing and sample of year end debtor balances to ensure post year end receipts support debtor recoverability;
- Evaluating the business rationale of significant transactions outside the normal course of business;
- Reviewing judgements made by management in their calculation of accounting estimates for potential management bias;
- Enquiries of management about litigation and claims and inspection of relevant correspondence;
- Reviewing legal and professional fees to identify indications of actual or potential litigation, claims and any non-compliance with laws and regulations;
- Analytical procedures to identify any unusual or unexpected trends or relationship; and
- Reviewing minutes of meetings of those charged with governance to identify any matters indicating actual or potential fraud.

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

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

Use of our report

This report is made solely to the charity's trustees, as a body, in accordance with regulation 10 of the Charities Accounts (Scotland) Regulations 2006. Our audit work has been undertaken so that we might state to the charity's trustees those matters we are required to state to them in an Auditors' Report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charity and its trustees, as a body, for our audit work, for this report, or for the opinions we have formed.



Anderson Anderson & Brown Audit LLP
Statutory Auditors
Chartered Accountants
Eligible to act as an auditor in terms of Section 1212 of the Companies Act 2006
133 Finnieston Street
Glasgow
G3 8HB

Date: 26 September 2025

**The Bishops' Conference of Scotland
Catholic National Endowment Trust**

**Statement of Financial Activities
For the year ended 31 December 2024**

	Note	Unrestricted funds £	Restricted funds £	Total 2024 £	Total 2023 £
INCOME AND ENDOWMENTS FROM					
Donations and legacies	3	52,317	93,676	145,993	1,241,531
Charitable activities					
Bishops' Conference	5	800,715	391,390	1,192,105	1,138,359
Investment income	4	111,495	-	111,495	120,962
Other income	4	128,948	-	128,948	1,144,901
Total		<u>1,093,475</u>	<u>485,066</u>	<u>1,578,541</u>	<u>3,645,753</u>
EXPENDITURE ON					
Charitable activities					
Bishops' Conference	6	899,872	541,345	1,441,217	1,442,903
Total		<u>899,872</u>	<u>541,345</u>	<u>1,441,217</u>	<u>1,442,903</u>
NET INCOME/(EXPENDITURE) BEFORE NET GAINS/(LOSSES) ON INVESTMENTS					
		193,603	(56,279)	137,324	2,202,850
Net gains/(losses) on investments	13	126,497	54,625	181,122	165,528
Net gains/(losses) on NET INCOME / (EXPENDITURE)		<u>320,100</u>	<u>(1,654)</u>	<u>318,446</u>	<u>2,368,378</u>
Transfers between funds	18	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>
		320,100	(1,654)	318,446	2,368,378
Other recognised gains / losses					
Actuarial gains/(losses) on defined benefit schemes	20	(6,202)	-	(6,202)	6
Gain/(losses) on disposal of fixed assets		<u>-</u>	<u>(456)</u>	<u>(456)</u>	<u>-</u>
Net movement in funds		<u>313,898</u>	<u>(2,110)</u>	<u>311,788</u>	<u>2,368,384</u>
RECONCILIATION OF FUNDS					
Total funds brought forward		<u>4,025,237</u>	<u>1,800,202</u>	<u>5,825,439</u>	<u>3,457,055</u>
TOTAL FUNDS CARRIED FORWARD		<u>4,339,135</u>	<u>1,798,092</u>	<u>6,137,227</u>	<u>5,825,439</u>

CONTINUING OPERATIONS

All income and expenditure has arisen from continuing activities.

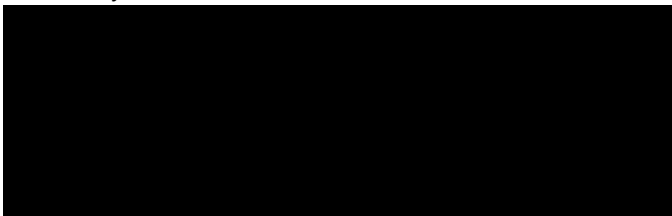
The notes form part of these financial statements.

**The Bishops' Conference of Scotland
Catholic National Endowment Trust**

**Balance Sheet
As at 31 December 2024**

	Notes	£	2024 £	2023 £
Fixed assets				
Tangible fixed assets	12	47,898		67,026
Investments	13	<u>4,818,462</u>	4,866,360	<u>3,658,034</u>
				<u>3,725,060</u>
Current assets				
Debtors	14	371,871		424,348
Bank		<u>1,024,481</u>		<u>1,843,398</u>
		1,396,352		2,267,746
Creditors: amounts falling due within one year	15	<u>(119,004)</u>		<u>(163,938)</u>
Net current assets			<u>1,277,348</u>	<u>2,103,808</u>
			<u>6,143,708</u>	<u>5,828,868</u>
Pension liability	20		<u>(6,481)</u>	<u>(3,429)</u>
			<u><u>6,137,227</u></u>	<u><u>5,825,439</u></u>
Represented by:				
Unrestricted funds:				
General fund	18		4,345,616	4,019,666
Pension reserve	18		(6,481)	(3,429)
Designated funds	18		-	9,000
Restricted funds	18		<u>1,798,092</u>	<u>1,800,202</u>
			<u><u>6,137,227</u></u>	<u><u>5,825,439</u></u>

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



Date: 25/9/25

The notes form part of these financial statements.

**The Bishops' Conference of Scotland
Catholic National Endowment Trust**

Cash Flow Statement

For the Year ended 31 December 2024

	Cashflow Notes	2024 £	2023 £
Cash flows from operating activities:			
Cash generated from operation	1	<u>40,165</u>	<u>997,583</u>
Net cash provided by (used in) operating activities		<u>40,165</u>	<u>997,583</u>
Cash flows from investing activities:			
Purchase of tangible fixed assets		(3,398)	(1,880)
Sale of tangible fixed assets		115,000	1,121,000
Purchase of investment		(1,167,996)	(1,647,740)
Sale of investment		188,690	712,313
Interest received		<u>8,622</u>	<u>5,312</u>
Net cash provided by (used in) investing activities		<u>(859,082)</u>	<u>189,005</u>
Change in cash and cash equivalents in the reporting period		(818,917)	1,186,588
Cash and cash equivalents at the beginning of the reporting period		<u>1,843,398</u>	<u>656,810</u>
Cash and cash equivalents at the end of the reporting period		<u>1,024,481</u>	<u>1,843,398</u>

**Notes to the Cash Flow Statement
For the Year ended 31 December 2024**

1. Reconciliation of net income to net cash flow from operating activities

	2024	2023
	£	£
Net income for the reporting period (as per the statement of financial activities)	318,446	2,368,378
Adjustments for:		
Depreciation charges	13,070	17,276
(Gain)/Loss on disposal of assets	(106,000)	(1,118,550)
Unrealised (gain)/loss on investments	(174,016)	(174,060)
Realised (gain)/loss on investments	(7,106)	8,532
Interest received	(8,622)	(5,312)
(Increase)/Decrease in debtors	52,477	(45,342)
Increase/(Decrease) in creditors	(44,934)	(50,326)
Difference between pension charge and cash contributions	(3,150)	(3,013)
Net cash provided by (used in) operating activities	<u>40,165</u>	<u>997,583</u>

**Notes to the Financial Statements
For the Year ended 31 December 2024**

1) General information

The Bishops' Conference of Scotland is a registered Scottish charity (Charity Number SC016650) and constitutes an unincorporated charity.

The principal address of the charity is General Secretariat, Bishops' Conference of Scotland, 64 Aitken Street, Airdrie, Lanarkshire, ML6 6LT.

2) Accounting policies

Basis of preparing the financial statements

The financial statements of the charity, which is a public benefit entity under FRS 102, 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)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland', the Charities and Trustee Investment (Scotland) Act 2005 and the Charities Accounts (Scotland) Regulations 2006. The financial statements have been prepared under the historical cost convention with the exception of investments which are included at market value.

Going concern

The trustees are in agreement that they have a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. There are no known material uncertainties, and it is therefore appropriate to prepare the financial statements on a going concern basis.

Critical accounting judgements and estimates

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 the amounts reported for revenues and expenses during the year. However, the nature of estimation means that actual outcomes could differ from those estimates. The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised if the revision affects only that period, or in the period of the revision and future periods if the revision affects both current and future periods.

Income

Income from the various Dioceses of Scotland, donations and gifts and other income in furtherance of the Charity's objectives is recognised once the charity has entitlement to the funds, it is probable that the income will be received and the amount can be measured reliably.

Expenditure

Expenditure is accounted for on an accruals basis and is recognised when there is a legal or constructive obligation to pay for expenditure. Expenditure is inclusive of any VAT which cannot be recovered, as the charity is not registered for VAT with HM Revenue and Customs.

Charitable activities costs include costs directly related to the cost of delivering the services of the charity and include support costs incurred in support of the direct costs.

**Notes to the Financial Statements
For the Year ended 31 December 2024**

2) Accounting policies (continued)

Support costs are costs attributable to the management of the charity and its financial affairs.

Governance costs, a category within support costs, are costs attributable to compliance with statutory requirements.

Taxation

No liability to taxation arises as The Bishops' Conference is a recognised charity in Scotland and is accordingly exempt from taxation on income which is applied for charitable purposes.

Tangible fixed assets

All capital expenditure on fixed assets is capitalised.

Depreciation of fixed assets is calculated to write off the cost or valuation less any residual value over their estimated useful lives as follows: -

Property improvements	- 20% reducing balance
Office equipment	- 25% straight line
Furniture and fittings	- 20% reducing balance; 5% straight line

Fixed assets investments

Investments are initially recognised at their transaction value and subsequently measured at their market value as at the balance sheet date using the closing quoted market value. The Statement of Financial Activities includes net gains and losses arising on revaluation and disposals throughout the year.

Realised gains and losses

All gains and losses are taken to the Statement of Financial Activities as they arise. Realised gains and losses on investments are calculated as the difference between sales proceeds and their opening carrying value or their purchase value if acquired subsequent to the first day of the financial year. Unrealised gains and losses are calculated as the difference between the fair value at the year end and their carrying value. Realised and unrealised investment gains and losses are combined in the Statement of Financial Activities.

Fund accounting

Funds held by the charity are either:

Unrestricted funds

These funds include a fund which represents the accumulated surplus on general funds and is available for use at the discretion of the Trustees in the furtherance of the general charitable objectives.

They also include funds which have been designated to cover the charity's property fixed assets.

Restricted funds

These are funds that can only be used for the particular restricted purpose - as specified by the donor or when funds are raised for particular purposes.

**Notes to the Financial Statements
For the Year ended 31 December 2024**

2) Accounting policies (continued)

Pensions costs

The charity does not operate a pension scheme. Payments are made to the independent pension schemes of most employees; in addition for two employees, payments are made to two defined benefit contribution schemes of which these employees were eligible. In respect of the Pensions Trust scheme the charity has accounted for agreed deficit reduction payments as below. For the second scheme all contributions are charged to expenditure as made, as it is not possible to quantify from the multi-employer schemes any liability.

The charity participates in The Pensions Trust – The Growth Plan Pension Scheme. From January 2014 in accordance with FRS 102 where the scheme is in deficit and where the charity has agreed to a deficit funding arrangement the charity recognises a liability for this obligation. The amount recognised is the net present value of the deficit reduction contributions payable under the agreement that relates to the deficit. The present value is calculated using the discount rate. The unwinding of the discount rate is recognised as a finance cost. Refer to Note 21 for details on the accounting of the employee benefit obligations.

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.

Debtors

Other Debtors and accrued income are recognised at the settlement amount due with appropriate allowances for any irrecoverable amounts when there is objective evidence that the asset is impaired.

Cash and cash equivalents

Cash and cash equivalents comprise cash and bank accounts with a short term of maturity, being twelve months or less, from opening of the deposit or similar account.

Creditors

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

Termination benefits

Termination benefits are recognised when the charity is demonstrably committed to terminating the employment of one or more employees before the normal retirement date or providing termination benefits as a result of an offer made to encourage voluntary redundancy. A liability and related expense is recognised at the earlier of when the charity can no longer withdraw the offer of those benefits and when it recognises related restructuring costs. Termination benefits are measured at the best estimate of the expenditure required to settle the obligation at the reporting date.

**Notes to the Financial Statements
For the Year ended 31 December 2024 (Cont'd)**

3) Donations and legacies

	2024	2023
	£	£
Donations	<u>145,993</u>	<u>1,241,531</u>
Donations	2024	2023
	£	£
Day for Life	38,537	47,022
Bishopric of the Forces	1,500	1,500
Scots College Spain	46,942	12,518
Scots College Rome	4,540	1,154,230
Catholic Insurance Services	40,000	20,000
St Francis Xavier	-	2,000
Tribunal	1,237	796
Missio	10,000	-
Misc Donations	<u>3,237</u>	<u>3,465</u>
	<u>145,993</u>	<u>1,241,531</u>

4) Investment and Other income

	2024	2023
	£	£
Gain on sale of property	106,000	1,118,550
Other Income - Miscellaneous	22,948	26,351
Dividends received	102,873	115,650
Bank interest received	8,622	5,312
	<u>240,443</u>	<u>1,265,863</u>

**The Bishops' Conference of Scotland
Catholic National Endowment Trust**

**Notes to the Financial Statements
For the Year ended 31 December 2024 (Cont'd)**

5) Income from charitable activities

		2024	2023
	Activity	£	£
Pro rata income	<i>Bishops' Conference</i>	928,590	916,161
Magazine subscriptions	<i>Bishops' Conference</i>	55,719	55,705
Publications	<i>Bishops' Conference</i>	18,492	18,512
Conferences / In service courses	<i>Bishops' Conference</i>	85,155	79,544
Other Agency/Commission income	<i>Bishops' Conference</i>	56,919	60,166
Royalty Income	<i>Bishops' Conference</i>	37,149	224
NALCC income	<i>Bishops' Conference</i>	10,081	8,047
		<u>1,192,105</u>	<u>1,138,359</u>
		2024	2023
		£	£
St Andrews and Edinburgh		153,171	152,026
Glasgow		234,540	217,677
Motherwell		231,297	247,107
Dunkeld		81,368	87,419
Argyll and The Isles		10,860	15,848
Aberdeen		43,112	35,002
Galloway		37,605	33,611
Paisley		136,637	127,471
		<u>928,590</u>	<u>916,161</u>

6) Charitable activities costs

	Direct costs	Support costs	Total
	(see note 7)	(see note 8)	
	£	£	£
Bishops' Conference	1,319,044	122,173	1,441,217
	<u>1,319,044</u>	<u>122,173</u>	<u>1,441,217</u>

**The Bishops' Conference of Scotland
Catholic National Endowment Trust**

**Notes to the Financial Statements
For the Year ended 31 December 2024 (Cont'd)**

7) Direct costs of charitable activities

	2024	2024	2023	2023
	£	£	£	£
Staff costs		612,565		570,483
Property and utility costs		110,926		97,811
Travel costs		32,425		38,016
Printing and postage costs		56,836		73,774
Advisory and professional fees		133,808		86,967
Repairs and maintenance		9,148		9,058
Donations		78,773		80,792
Day for Life Donations		26,500		67,000
IT costs		53,715		47,827
Conference and meeting costs		100,978		90,394
Office expenses and telephone		9,067		10,100
Other overheads				
- Subscriptions	12,076		12,518	
- Preservation	6,294		9,553	
- Diaconate/PFS retreats & training	43,595		49,216	
- Relocation/Transport	612		37,846	
- General	18,559		27,870	
		81,136		137,003
Depreciation		13,070		17,276
Interest on pension scheme liabilities		97		234
		<u>1,319,044</u>		<u>1,326,735</u>

8) Support Costs

	Management	Governance	2024	2023
	£	£	£	£
<i>Bishops' Conference</i>	<u>70,165</u>	<u>52,008</u>	<u>122,173</u>	<u>116,168</u>

Support costs, included in the above, are as follows:

Management costs

	2024	2023
	£	£
Staff costs	<u>70,165</u>	<u>67,808</u>
	<u>70,165</u>	<u>67,808</u>

Governance costs

	2024	2023
	£	£
Staff costs	36,008	34,008
Auditors' remuneration	<u>16,000</u>	<u>14,352</u>
	<u>52,008</u>	<u>48,360</u>

Notes to the Financial Statements

For the Year ended 31 December 2024 (Cont'd)

9) Trustees' remuneration and benefits

There were no trustees' remuneration or other benefits for the year ended 31 December 2024 nor for the year ended 31 December 2023.

Trustees' expenses

During the year the Trustees received reimbursement for travel and subsistence expenditure amounting to £10,407 (2023 - £11,988).

10) Staff Costs

	2024	2023
	£	£
Wages and salaries	547,133	570,585
Termination costs	66,567	-
Social security costs	51,408	48,872
Other pension costs	56,877	56,089
FRS 102 pension adjustment	<u>(3,247)</u>	<u>(3,247)</u>
	<u><u>718,738</u></u>	<u><u>672,299</u></u>

The average monthly number of employees during the year was as follows:

	2024	2023
Administrative	<u>25</u>	<u>25</u>

Employees receiving gross salaries in the following range:	2024	2023
£60,001 to £70,000	1	1
£80,001 to £90,000	1	1
£100,000 to £110,000	1	-

The key management personnel of the charity consist of the trustees and the general secretary. The total benefits of the key management personnel in the year were £9,343 (2023 - £8,898).

**The Bishops' Conference of Scotland
Catholic National Endowment Trust**

**Notes to the Financial Statements
For the Year ended 31 December 2024 (Cont'd)**

11) Comparatives for the statement of financial activities

	Unrestricted funds 2023 £	Restricted funds 2023 £	Total funds 2023 £
INCOME AND ENDOWMENTS FROM			
Donations and legacies	24,826	1,216,705	1,241,531
Charitable activities			
<i>Bishops' Conference</i>	740,589	397,770	1,138,359
Investment income	80,227	40,735	120,962
Other income	1,133,878	11,023	1,144,901
Total	<u>1,979,520</u>	<u>1,666,233</u>	<u>3,645,753</u>
 EXPENDITURE ON			
Charitable activities			
<i>Bishops' Conference</i>	962,262	480,641	1,442,903
<i>Other Expenditure</i>	-	-	-
Total	<u>962,262</u>	<u>480,641</u>	<u>1,442,903</u>
 NET INCOME/(EXPENDITURE) BEFORE NET GAINS/(LOSSES) ON INVESTMENTS	1,017,258	1,185,592	2,202,850
 Net gains/(losses) on investments	114,950	50,578	165,528
 NET INCOME/(EXPENDITURE)	<u>1,132,208</u>	<u>1,236,170</u>	<u>2,368,378</u>
 Transfers between funds	-	-	-
	<u>1,132,208</u>	<u>1,236,170</u>	<u>2,368,378</u>
 Other recognised gains / losses			
Actuarial gains / losses on defined benefit scheme	6	-	6
Gain/(losses) on disposal of fixed assets	-	-	-
Net movement in funds	<u>1,132,214</u>	<u>1,236,170</u>	<u>2,368,384</u>
 RECONCILIATION OF FUNDS			
 Total funds brought forward	<u>2,893,023</u>	<u>564,032</u>	<u>3,457,055</u>
 TOTAL FUNDS CARRIED FORWARD	<u>4,025,237</u>	<u>1,800,202</u>	<u>5,825,439</u>

**Notes to the Financial Statements
For the Year ended 31 December 2024 (Cont'd)**

12) Tangible fixed assets

	Freehold property £	Improvements to property £	Fixtures & fittings £	Office Equipment £	Total £
Cost					
At 1 January 2024	9,000	132,344	21,514	101,960	264,818
Additions	-	-	977	2,421	3,398
Disposals	(9,000)	(1,740)	-	(38,216)	(48,956)
At 31 December 2024	-	130,604	22,491	66,165	219,260
Depreciation					
At 1 January 2024	-	89,091	11,541	97,160	197,792
Charge for year	-	8,559	1,440	3,071	13,070
Disposals	-	(1,284)	-	(38,216)	(39,500)
At 31 December 2024	-	96,366	12,981	62,015	171,362
Net book value					
At 31 December 2024	-	34,238	9,510	4,150	47,898
At 31 December 2023	9,000	43,253	9,973	4,800	67,026

13) Fixed asset investments

	2024 £	2023 £
Market value:		
At 1 January 2024	3,658,034	2,557,079
Disposals	(188,690)	(712,313)
Purchases	1,167,996	1,647,740
Revaluations	181,122	165,528
At 31 December 2024	4,818,462	3,658,034

Notes to the Financial Statements
For the Year ended 31 December 2024 (Cont'd)

14) Debtors: Amounts falling due within one year

	2024	2023
	£	£
Other debtors	155,702	300,034
Accrued income	186,299	97,830
Prepayments	29,870	26,484
	<u>371,871</u>	<u>424,348</u>

Included in 'Other debtors' are amounts totaling £0 (2023: £0) which are due greater than one year.

15) Creditors: Amounts falling due within one year

	2024	2023
	£	£
Other creditors	63,703	100,788
Accrued expenses	55,301	63,150
	<u>119,004</u>	<u>163,938</u>

16) Operating lease commitments

The following operating lease payments are committed to be paid:

	2024	2023
	£	£
Within one year	56,000	50,750
Between one and five years	56,000	20,000
	<u>112,000</u>	<u>70,750</u>

**Notes to the Financial Statements
For the Year ended 31 December 2024 (Cont'd)**

17) Analysis of net assets between funds

	General fund & Pension reserve £	Designated funds £	Restricted funds £	2024 Total funds £	2023 Total funds £
Fixed assets	46,082	-	1,816	47,898	67,026
Investments	3,706,197	-	1,112,265	4,818,462	3,658,034
Current assets	704,305	-	692,047	1,396,352	2,267,746
Current liabilities	(110,968)	-	(8,036)	(119,004)	(163,938)
Pension liability	(6,481)	-	-	(6,481)	(3,429)
	<u>4,339,135</u>	<u>-</u>	<u>1,798,092</u>	<u>6,137,227</u>	<u>5,825,439</u>

Comparatives for analysis of net assets between funds

	General fund & Pension reserve £	Designated funds £	Restricted funds £	2023 Total funds £
Fixed assets	56,986	9,000	1,040	67,026
Investments	2,601,497	-	1,056,537	3,658,034
Current assets	1,523,477	-	744,269	2,267,746
Current liabilities	(162,294)	-	(1,644)	(163,938)
Pension liability	(3,429)	-	-	(3,429)
	<u>4,016,237</u>	<u>9,000</u>	<u>1,800,202</u>	<u>5,825,439</u>

**The Bishops' Conference of Scotland
Catholic National Endowment Trust**

**Notes to the Financial Statements
For the Year ended 31 December 2024 (Cont'd)**

18) Movement in funds

	At 1/1/24 £	Net movement in funds £	Transfers between funds £	At 31/12/24 £
Unrestricted funds				
General fund	4,019,666	210,950	115,000	4,345,616
Pension reserve	(3,429)	(3,052)	-	(6,481)
<i>Designated funds:</i>				
Fixed Assets - Property	9,000	106,000	(115,000)	-
	<u>4,025,237</u>	<u>313,898</u>	<u>-</u>	<u>4,339,135</u>
Restricted funds				
Scottish Catholic Education Service	19,704	18,453	-	38,157
Catholic Media Office	137,030	18,169	-	155,199
Justice and Peace	34,070	(3,043)	-	31,027
Day for Life	78,058	10,985	-	89,043
Holy See Pro Rata	-	-	-	-
Public Inquiry	71,771	(53,760)	-	18,011
Historical Review	77,272	-	-	77,272
Pontifical Scots College Rome	1,360,152	(38,362)	-	1,321,790
Scots College Spain	22,145	45,448	-	67,593
	<u>1,800,202</u>	<u>(2,110)</u>	<u>-</u>	<u>1,798,092</u>
Total funds	<u>5,825,439</u>	<u>311,788</u>	<u>-</u>	<u>6,137,227</u>

**The Bishops' Conference of Scotland
Catholic National Endowment Trust**

**Notes to the Financial Statements
For the Year ended 31 December 2024 (Cont'd)**

18) Movement in funds (cont'd)

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

	Incoming resources £	Resources expended £	Gains and losses £	Movement in funds £
Unrestricted funds				
General fund	987,475	(903,022)	126,497	210,950
Pension reserve	-	3,150	(6,202)	(3,052)
Designated funds:				
Fixed Assets - Property	106,000	-	-	106,000
	<u>1,093,475</u>	<u>(899,872)</u>	<u>120,295</u>	<u>313,898</u>
Restricted funds				
Scottish Catholic Education Service	199,900	(181,447)	-	18,453
Catholic Media Office	113,903	(149,903)	54,169	18,169
Justice and Peace	72,907	(75,950)	-	(3,043)
Day for Life	38,537	(27,552)	-	10,985
Holy See Pro Rata	10,000	(10,000)	-	-
Public Inquiry	-	(53,760)	-	(53,760)
Historical Review	-	-	-	-
Pontifical Scots College Rome	2,878	(41,240)	-	(38,362)
Scots College Spain	46,941	(1,493)	-	45,448
	<u>485,066</u>	<u>(541,345)</u>	<u>54,169</u>	<u>(2,110)</u>
Total funds	<u>1,578,541</u>	<u>(1,441,217)</u>	<u>174,464</u>	<u>311,788</u>

Notes to the Financial Statements
For the Year ended 31 December 2024 (Cont'd)

18) Movement in funds (cont'd)

Designated funds

The designated funds represented the cost of the properties occupied by the Bishops' Conference of Scotland. Both properties have now been sold. The property previously used by our Media Office cost £9,000 (sold July 2024) and as noted in our 2022 accounts our second property which was occupied by Scottish Catholic Archives (costing £2,450) was sold and vacated at the end of October 2023.

Restricted funds

The Scottish Catholic Education Service sets national policy on all educational matters on behalf of the Roman Catholic Bishops of Scotland.

The Catholic Media Office sets out the mission of the church through the various modern means of communication.

Justice and Peace Commission represents social justice and human rights at both national and international levels.

The Day for Life has been established by the Bishops' Conference of Scotland as an annual event in response to a request from Pope John Paul II, who wanted to encourage the Catholic Community throughout the world to reflect on the profundity of Catholic teaching about the dignity of the human person from conception until natural death, and to offer the opportunity to provide practical assistance to groups and organizations which work to uphold the person's dignity in a way which brings to everyone an appreciation of the compassion of Jesus Christ and the teaching of the Church. The Day for Life is celebrated each year on the 31st May, Feast of Visitation, and a collection is taken up at Masses on the Sunday which follows the feast.

It is a requirement of Canon Law 1271 that each Diocese makes a discretionary contribution towards the costs of the Holy See, according to its own financial circumstances. The Scottish Dioceses agreed that this figure would be remitted through the Bishops' Conference CNET 1 account and it is charged to the Dioceses in the usual way.

Public Inquiry - SCAI - Scottish Child Abuse Inquiry. The Inquiry was established in 2015 to look at abuse of under 18-year olds in residential settings, children's homes, boarding schools up to December 2014 and dating back 100 years. Originally intended to run for 4 years, its remit was extended in 2018; it will report to Scottish Ministers "as soon as reasonably practicable". The Bishops' Conference is no longer an active participant in the Inquiry.

Historical Review of Case Files is one of three initiatives announced in the autumn of 2013 by the Bishops' Conference of Scotland to review all clergy case files from 1947 - 2005. As part of this review there was an initiative to establish a National Counselling Service and in October 2015 'Raphael: Opening doors to Healing' was launched during the National Parish Safeguarding Coordinators Conference. There is a Service Level Agreement with Health In Mind – an external provider of counselling and psychotherapy and a range of modalities is being offered including the option of telephone and face to face appointments. Although the Inquiry continues, the locus of the Conference in further proceedings is remote and it awaits the final summary of the interim summaries.

**The Bishops' Conference of Scotland
Catholic National Endowment Trust**

**Notes to the Financial Statements
For the Year ended 31 December 2024 (Cont'd)**

18) Movement in funds (cont'd)

Pontifical Scots College Rome

In 2023 the College gifted an investment portfolio in addition to the other donations to BCoS. This is to be held as a restricted fund for the benefit of future seminarians.

Royal Scots College, Spain

The College in Spain also donated funds to BCoS to be held as a restricted fund for the benefit of future seminarians.

Comparatives for movement in funds

	At 1/1/23 £	Net movement in funds £	Transfers between funds £	At 31/12/23 £
Unrestricted funds:				
General fund	2,888,021	10,645	1,121,000	4,019,666
Pension reserve	(6,448)	3,019	-	(3,429)
Designated funds:				
Fixed Assets - Property	11,450	1,118,550	(1,121,000)	9,000
	<u>2,893,023</u>	<u>1,132,214</u>	<u>-</u>	<u>4,025,237</u>
Restricted funds				
Scottish Catholic Education Service	14,321	5,383	-	19,704
Catholic Media Office	116,926	20,104	-	137,030
Justice and Peace	26,416	7,654	-	34,070
Day for Life	98,036	(19,978)	-	78,058
Holy See Pro Rata	-	-	-	-
Public Inquiry	71,771	-	-	71,771
Historical Review	77,272	-	-	77,272
Pontifical Scots College, Rome	159,290	1,200,862	-	1,360,152
Scots College, Spain		22,145	-	22,145
	<u>564,032</u>	<u>1,236,170</u>	<u>-</u>	<u>1,800,202</u>
Total funds	<u>3,457,055</u>	<u>2,368,384</u>	<u>-</u>	<u>5,825,439</u>

**The Bishops' Conference of Scotland
Catholic National Endowment Trust**

**Notes to the Financial Statements
For the Year ended 31 December 2024 (Cont'd)**

18) Movement in funds (cont'd)

Comparative net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Gains and losses £	Movement in funds £
Unrestricted funds:				
General fund	860,970	(965,275)	114,950	10,645
Pension reserve	-	3,013	6	3,019
Designated funds:				
Fixed Assets - Property	1,118,550	-	-	1,118,550
	<u>1,979,520</u>	<u>(962,262)</u>	<u>114,956</u>	<u>1,132,214</u>
Restricted funds				
Scottish Catholic Education Service	203,837	(198,454)	-	5,383
Catholic Media Office	125,306	(108,463)	3,261	20,104
Justice and Peace	63,713	(56,059)	-	7,654
Day for Life	47,022	(67,000)	-	(19,978)
Holy See Pro Rata	10,000	(10,000)	-	-
Public Inquiry	-	-	-	-
Historical Review	-	-	-	-
Pontifical Scots College Rome	1,192,814	(39,269)	47,317	1,200,862
Scots College Spain	23,541	(1,396)	-	22,145
	<u>1,666,233</u>	<u>(480,641)</u>	<u>50,578</u>	<u>1,236,170</u>
Total funds	<u>3,645,753</u>	<u>(1,442,903)</u>	<u>165,534</u>	<u>2,368,384</u>

Notes to the Financial Statements
For the Year ended 31 December 2024 (Cont'd)

19) Related party disclosures

The related party transactions in the year were the expenses reimbursed to trustees as detailed at note 10.

20) Employee Benefit Obligations

The charity does not operate a pension scheme. Payments are made to the independent pension schemes of most employees; in addition for two employees, payments are made to two defined benefit contribution schemes of which these employees were eligible. In respect of the Pensions Trust scheme the charity has accounted for agreed deficit reduction payment as below. For the second scheme all contributions are charged to expenditure as made as it is not possible to quantify from the multi-employer schemes any liability.

The charity participates in the Pensions Trust Scheme (scheme), a multi-employer scheme which provides benefits to some 521 non-associated participating employers. The scheme is a defined benefit scheme in the UK. It is not possible for the charity to obtain sufficient information to enable it to account for the scheme as a defined benefit scheme. Therefore, it accounts for the scheme as a defined contribution scheme.

The scheme is subject to the funding legislation outlined in the Pensions Act 2004 which came into force on 30 December 2005. This, together with documents issued by the Pensions Regulator and Technical Actuarial Standards issued by the Financial Reporting Council, set out the framework for funding defined benefit occupational pension schemes in the UK.

The scheme is classified as a 'last man standing arrangement'. Therefore, the charity is potentially liable for other participating employers' obligations if those employers are unable to meet their share of the scheme deficit following withdrawal from the scheme. Participating employers are legally required to meet their share of the scheme deficit on an annuity purchase basis on withdrawal from the scheme.

A full actuarial valuation for the scheme was carried out at 30 September 2023. This valuation showed assets of £514.9m, liabilities of £531.0m and a deficit of £16.1m. To eliminate this funding shortfall, the Trustee has asked the participating employers to pay additional contributions to the scheme as follows:

Deficit contributions

From 1 April 2025 to 31 March 2028:	£2,100,000 per annum (payable monthly)
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Unless a concession has been agreed with the Trustee the term to 31 January 2028 applies.

Note that the scheme's previous valuation was carried out with an effective date of 30 September 2020. This valuation showed assets of £800.3m, liabilities of £831.9m and a deficit of £31.6m. To eliminate this funding shortfall, the Trustee has asked the participating employers to pay additional contributions to the scheme as follows:

**Notes to the Financial Statements
For the Year ended 31 December 2024 (Cont'd)**

20) Employee Benefit Obligations (cont'd)

From 1 April 2022 to 31 January 2025: £3,312,000 per annum

The recovery plan contributions are allocated to each participating employer in line with their estimated share of the Series 1 and Series 2 scheme liabilities.

Where the scheme is in deficit and where the charity has agreed to a deficit funding arrangement the charity recognises a liability for this obligation. The amount recognised is the net present value of the deficit reduction contributions payable under the agreement that relates to the deficit. The present value is calculated using the discount rate detailed in these disclosures. The unwinding of the discount rate is recognised as a finance cost.

Present values of provision

	2024	2023	2022
	£	£	£
Present value of provision	6,481	3,429	6,448

Reconciliation of opening and closing provisions

	2024	2023
	£	£
Provision at start of period	3,429	6,448
Interest expense	97	234
Deficit contribution paid	(3,247)	(3,247)
Remeasurements - change in assumptions	40	(6)
Remeasurements – amendments to contribution schedule	6,162	-
Provision at end of period	<u>6,481</u>	<u>3,429</u>

Income and expenditure impact

	2024	2023
	£	£
Interest expense	97	234
Remeasurements - change in assumptions	40	(6)
Remeasurements – amendments to contribution schedule	6,162	-

Assumptions

	2024	2023	2022
	%	%	%
Rate of discount	4.90	5.31	4.96

The discount rates shown above are the equivalent single discount rates which, when used to discount the future recovery plan contributions due, would give the same results as using a full AA corporate bond yield curve to discount the same recovery plan contributions.