



THE BLACKBURN
DIOCESAN BOARD
OF EDUCATION

The Blackburn Diocesan Board of Education

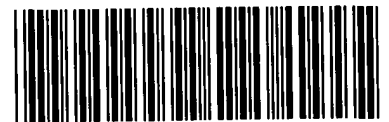
Trustees' annual report and financial statements

Company limited by guarantee (no 557954)

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The Blackburn Diocesan Board of Education

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For the year ended 31 December 2019

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VISION STATEMENT

*Serve Christ.
Share the Gospel.
Support, Equip and Educate*

Healthy Churches Transforming Communities

LEGAL OBJECTS

- To promote or assist in the promotion of education in the Diocese of Blackburn ("the diocese") being education which is consistent with the faith and practice of the Church of England.
- To promote or assist in the promotion of religious education and religious worship in schools in the diocese.
- To promote or assist in the promotion of church schools in the diocese and to advise the governors of such schools, and trustees of church educational endowments and any other body or person concerned on any matter affecting church schools in the diocese; to promote co-operation between its Board of Management ("the board") and bodies or persons concerned in any respect with education in the diocese.
- To discharge within the diocese the functions assigned to Diocesan Boards of Education by section 3 to 8 and 11 of the Diocesan Boards of Education Measure 1991 or by any amending legislation.
- To discharge within the diocese such other functions relating to the furtherance of church education as may be assigned to the Board by the diocesan synod, other than functions relating to church schools or church educational endowments.
- To do all such things as are incidental or conducive to the attainment of the aforesaid objects, including acceptance of the trusteeship of any trusts and the investment of any moneys not immediately required for its purpose in or upon such investments securities as the Board may think fit.

STRATEGIC REPORT

STRATEGIC AIMS AND OBJECTIVES FOR THE YEAR

- The support of Church of England schools in all areas of their activities. In particular:
 - ❖ Development and delivery of religious education and collective worship
 - ❖ Protection of the Church of England's interests in academy conversions in Blackburn Diocese
 - ❖ Maintenance of church school buildings belonging to trustees of Church of England Schools
 - ❖ Protection of the interests of the trustees of Church of England Schools
- The development of youth and children's work in Parishes and Schools across the Diocese of Blackburn.
- The support and development of Christian Spirituality in secular institutions of higher and further education.
- The provision of Chaplaincy support to church colleges and church-based universities

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Public Benefit Statement

The Board exists under the Diocesan Board of Education Measure (No 2 1991). Its duty is to support all church schools. The public benefit of church schools is demonstrated in the support of high-quality educational institutions contributing to improved future economic outcomes for all. We support church schools in meeting the needs of children and their families through a Christian ethos that promotes and enhances human wellbeing. In addition, church schools are actively engaged in community activities, often linked to the church parish, that are designed to unify the local community and build social cohesion. Our support for schools also ensures the provision of buildings which can be used by parishes and outside bodies for the benefit of all. The trustees have referred to Charity Commission guidance on public benefit and consider the entity is compliant.

Our support for Youth and Children's Work across the Diocese touches the lives of thousands of people, many of whom are not regular church attenders and supports churches in their work with the children and young people of local communities.

We offer funding and professional support to the three universities within the Diocese by providing chaplains. The work in universities is both with the university students and also the whole university community and therefore reaches out not just across the Diocese but also beyond.

ACTIVITIES AND PERFORMANCE

Main Achievements of the Year

Objectives set until 2020 for the Board of Education:

- To ensure well-resourced and effective worshipping communities that meet the needs of children and young people
- To ensure high quality learning about faith through effective progressive curricula
- To ensure children and young people are nurtured in distinctively Christian environments
- To ensure church schools remain firmly embedded within the Church of England and have systems that allow the best outcomes for their pupils
- To ensure church schools maintain the highest standards in education with a physical environment that enhances the learning experience of each child
- To ensure high calibre of Christian leadership at all levels
- To ensure discipleship opportunities and nurture for adults who work with children and young people

Curriculum and Worship Primary	
Objectives	Main Achievements of the Year
To ensure well-resourced and effective worshipping communities that meet the needs of children and young people	<p>'Developing a Worship Group in Your School' and 'Developing Outdoor Prayer Areas' courses continue to be offered centrally each term. A new course, 'Developing 'Excellent' worship in your school' has also been delivered centrally and will now be offered termly.</p> <p>Worship resources continue to be added to the website and are widely used and engagement with resources is positive. Addition of new video resources working in collaboration with Bishop Philip</p> <p>Collective worship conferences have taken place this year for pupils (46 pupils attended) and staff. Bespoke SLA visits have been carried out by Lisa Horobin and Associate Advisers in order to build on good practice in collective worship and an increasing number of outdoor worship areas have been developed.</p> <p>Primary HT network meetings include a time of worship that models good practice and new ideas and resources to use in schools. There has been a particular focus on introducing new worship songs.</p> <p>98.94% of primary schools are good or outstanding for Worship according to SIAMS 100% of primary schools are good or excellent for Worship according to the new SIAMS schedule 2018</p>
To ensure high quality learning about faith through effective progressive curricula	<p>The following courses continue to be offered centrally each term: 'Developing Multi-faith and Multi-cultural Education', 'Making the Links Between Christian Values and British Values', 'Developing Children's Spirituality' and 'Developing Godly Play'.</p>

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	<p>Liz Agbettoh facilitates the Regional Peer Support Network for Headteachers and Senior Leaders in partnership with The Church of England's Foundation for Educational Leadership. Twelve primary schools have attended this network which this year has focused on putting the C of E's Vision for Education at the heart of curriculum planning and teaching and learning.</p> <p>A series of new centrally delivered courses have been developed to build the capacity, knowledge and expertise of school leaders and practitioners. These include 'Developing Multi-faith and Multi-cultural Education', 'Making the Links Between Christian Values and British Values', 'Developing Children's Spirituality' and 'Developing Godly Play'.</p> <p>The impact of the Questful RE curriculum and RE Today Services' Understanding Christianity resource has been noted by inspectors and RE coordinators. Standards and expectations of achievement have noticeably risen.</p> <p>Lisa Horobin continues to deliver training in our partner dioceses of Liverpool and Manchester.</p> <p>The RE coordinator's conference in Blackburn was attended by over 67 schools the training included effective RE leadership and curriculum delivery.</p> <p>The pupil RE conference has been attended by a significant number of diocesan schools (106 pupil attendees)</p> <p>Six cluster meetings for primary RE coordinators take place each term and are well attended. During the last year over two thirds of these meetings have been led by outstanding practitioners.</p> <p>97% of primary schools are good or outstanding for Religious Education 100% of primary schools are good or excellent for Religious Education SIAMS 2018 schedule</p>
<p>To ensure children and young people are nurtured in distinctively Christian environments</p> <p>To ensure high calibre of Christian leadership at all levels</p>	<p>The HT and DHT Induction programme continues to be updated to ensure that it is relevant, in line with current practice and Church of England and government thinking and responds to participant leadership needs. 100% of participant evaluations say that the programme has 'exceeded or met expectations'</p> <p>Headteachers and senior leaders have been encouraged to co-deliver training with members of the BoE team in order to disseminate excellent practice and to contribute to their professional development. As a result, Senior Leaders have delivered inputs at the following training courses and conferences: Heads and Incumbents' conference, Developing a Worship Group in Your School, The New Headteachers and Deputy Heads' Induction programme, Developing Outdoor Prayer Areas, Vision and Curriculum Day conference, Headteachers' meetings and the Regional Peer Support Network.</p> <p>The 'Moving Towards Leadership' programme targeted at staff intending to apply for Headship or senior leader posts is now in its third year and continues to prepare prospective candidates for the recruitment process well in advance of application.</p> <p>This is now run termly. 85% of evaluations indicate that the programme 'Exceeded expectations'</p> <p>Bespoke leadership coaching continues to support new leaders on a small scale.</p> <p>Associate Adviser knowledge and expertise continues to be strengthened through half termly meetings where they receive updates, training and feedback on school visits. This has enhanced their ability to support schools. Advisers now take a more active role in contributing to these meetings.</p> <p>SIAMS training has been delivered to staff and governors widely across the Diocese.</p>

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	<p>Lisa Horobin has continued to deliver SIAMS training on behalf of Manchester Diocese.</p> <p>39 Schools have been inspected since Sept 2018 ,all have received a judgement of good or excellent.</p> <p>There continues to be direct SIAMS input at Head teacher meetings termly.</p> <p>The annual Headteachers conference was attended by 104 leaders from both primary and secondary schools.</p> <p>The annual Head teacher and Incumbent conference has taken place with over 80 people attending.</p> <p>Christian Leadership Programme (DBE Services) continues to be oversubscribed and positively evaluated. A new middle leader programme is now in place and development work on NQT and schools direct programmes continues.</p> <p>98.94% of primary schools are good or outstanding for Christian Character. 100% of primary schools are good or excellent SIAMS schedule 2018</p>
Curriculum and Worship Secondary	
Objectives	Main Achievements of the Year
To ensure well-resourced and effective worshipping communities that meet the needs of children and young people	<p>Good practice for worship resources and guidance has been shared nationally. A new online platform for worship is under construction following consultation with partner dioceses and is being launched in June 2020 along with the revised programmes for worship, and support worship documentation. Pinterest boards and the restricted Facebook page continue to be developed.</p> <p>Network meetings with chaplains/worship leads have shared good practice and resources</p> <p>100% of secondary schools are good or outstanding for Worship</p>
To ensure high quality learning about faith through effective progressive curricula	<p>Consultation work, revision and reshaping of the online resources platform is underway. New resources continue to be updated and developed including monitoring of the use of Pinterest Boards, Facebook pages and a YouTube Channel to offer support for RE and resources to support the programmes of study for the Illuminating Pathways syllabus and the RE framework</p> <p>Work began on KS5 core RE with research and review with the view to launch in 2020</p> <p>Pilgrimage opportunities for pupils have been successfully rolled out to schools. These include a visit in conjunction with a Government initiative with cross curricular links (WW1 Centenary project) and the Legacy100 project</p> <p>RENew Group & Induction programme for new and recently appointed HoDRE has continued to support those new in role along with network meetings for HoDREs and Governors new to Church schools across the diocese</p> <p>100% of secondary schools are good or outstanding for Religious Education</p>
To ensure children and young people are nurtured in distinctively Christian environments	<p>In addition to work listed in the primary section above, meetings scheduled to discuss the ongoing employment of chaplains and worship leaders in high schools continues</p> <p>Termly network meetings for chaplains and worship leaders continues.</p> <p>Inter-diocesan project looking at 'Excellence' has been developed and a selection of bespoke conferences and resources working with partner dioceses to enable schools to share good practice have been commissioned in 2020.</p>

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	100% of secondary schools are good or outstanding for Christian Character
To ensure high calibre of Christian leadership at all levels	<p>Headteacher meetings enable sharing of expertise, good practice and school to school support within the diocese.</p> <p>Christian Leadership Programme (DBE Services) continues positively to be evaluated and oversubscribed with an extension of places made available in 2020.</p>
School Buildings	
<i>Objectives</i>	<i>Main Achievements of the Year</i>
To ensure church schools maintain the highest standards in education with a physical environment that enhances the learning experience of each child	<p>In 2019 we continued to support schools with capital and revenue work. Virtually all our Voluntary Aided schools continued to subscribe to our Buildings Service Level Agreement. In addition, a growing number of schools are moving to buying their reactive and maintenance work from TPM4 Schools as that company continues to grow and enhance its offer and service to schools.</p> <p>We continue to support schools in their infrastructure and capital works which is a major part of the Board's work. In 2019 we supported 58 major capital works through £3,828,395 of LCVAP funding.</p> <p>LCVAP funding is changing for 2020-21, with capital funding coming being directed straight to the Board of Education rather than the Local Authorities. This will alter slightly the methodology by which our share of funding is calculated; this in turn may result in a slight decrease in capital funding available. The change in funding methodology does mean however that the Board of Education will not be constrained in terms of having to spend fixed amounts in each of our local authority areas but can spend the funding across the whole VA school estates as need and suitable demands. It also allows for some virement of funds from 2020-21 into 2021-22 although the Board will look to spend all its allocation in the single year.</p> <p>The majority of schools within the Diocese continue to use the services of the Board to manage their Devolved Formula Capital. The Board offers to all schools the opportunity of a management service to ensure that all statutory requirements are met and that the necessary returns are made regarding this money. The Board has a statutory responsibility to report on the use of this money by all schools to the Department for Education on an annual basis. There has been no update from the Department about what the future of DFC funding may be.</p> <p>As part of the Service Level Agreement schools have access to cost-effective and robust Insurance brokered with Ecclesiastical. Our Insurance broker service is also taken up by some of the other Northern Dioceses and this continues to secure income for the Board. There is a risk to some of this income going in the future with the expansion of the Risk Protection Arrangement (RPA) being made available to VA and VC schools in addition to Academies. Ecclesiastical are aware of this risk too.</p> <p>The Board in partnership with Local Authorities has been in active discussion with regards to the expansion of a number of primary schools through Basic Need funding. One expansion project was completed in October 2019. Another began in November 2019 with an expected end date of April 2020. Regular meetings are held with Pupil Placement teams to discuss additional demand for school places as population growth, migration and significant housing all impact on the Diocese. Through this we ensure that where there are opportunities to expand through basic need then our schools are consulted and have an opportunity to be part of the solution. There are some specific basic need conversations taking place, although these are still at an early stage.</p> <p>The Board of Education continues to work with all our academies on an annual basis to complete the Land and Buildings Collection Tool. All returns were completed on time and with good cooperation across each of our academies.</p>

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	We have continued to run the same team in terms of school buildings, with Richard Jagger continuing to support us through occasional days on a consultancy basis. This arrangement is cost-effective and has worked well for both parties.
School Structures	
<i>Objectives</i>	<i>Main Achievements of the Year</i>
To ensure church schools remain firmly embedded within the Church of England and have systems that allow the best outcomes for their pupils	<p>The MATs in the diocese have grown over this year. The Bay Learning Trust has grown to four high schools, The Learning Together Trust remains at four primary schools and Cidari has nine schools (1 secondary and 8 primaries)</p> <p>Bespoke Governor training has taken place as part of SLA support.</p> <p>Governor support and training has been on-going with courses on Introduction of Church School Governance being delivered. The Board successfully launched an on-line training tool which we are making available for free for all Foundation Governors, and are specifically requesting that new Foundation Governors enrol. We held a successful Governor Conference in February 2019 with over 100 attendees, with Bishop Julian addressing the conference. We also held a Governor Evensong at the Cathedral. Appointments of foundation governors continues to be a major part of the BoE work with around 400 appointments this year.</p> <p>Admissions and appeals training continue to be delivered. Good information is available on our website – including a clear process for Governors and heads to follow - and there has been an effort to review the Appeal Panellists.</p> <p>Five Primary Schools are involved in an 18-month Disadvantage and Poverty School Action Research pilot, working in partnership with Manchester University's Education Department aimed at raising the attainment of Pupil Premium children.</p> <p>The Board of Education continues to work for the creation of a new church school to meet basic need in the area. This work includes the use of consultants and local authority meetings.</p>
Youth Work	
<i>Objectives</i>	<i>Main Achievements of the Year</i>
To ensure well-resourced and effective worshipping communities that meet the needs of children and young people.	<p>To develop effective youth-centred accessible worship in the diocese leading to new more youth activities in CE parishes (aspirational target 20):</p> <p>The Youth Provision development project continued to grow in 2019. We used the pilot year to hone the process of 'discovering, dreaming & developing' youth provision with parishes. We have seen new volunteer leaders become part of delivering youth work, new parishes undertaking the project, delivered training for new and existing youth leaders and met with church and youth leaders about the prospect of taking part in the project. We have seen the launch of a youth leader hub in Chorley with plans to develop similar forums in other deaneries. The focus towards the end of 2019 was on how to develop and hone the strategy of connecting and 'recruiting' parishes who would benefit from working with the team in growing what they offer for young people.</p> <p>Two areas of conversation took place in the Autumn term that have led to partnering with Youthscape and other youth work organisations to offer and deliver 'Youthscape Essentials' a free volunteer training course over 10 Monday evenings in the summer of 2020. Also partnering with Chester Diocese & LYCiG to deliver two 'Leading your church into youth work' day conferences in May & October of 2020 (Blackburn in May & October in Chester)</p>

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	<p>To assist parishes with recommendations of published and online resources:</p> <p>We have continued to use the 'Connect mailing' to direct subscribers towards our website. In the latter months of 2019 we reviewed the mailing and as a result undertook a redesign of the email, stripping back the content for easier accessibility to the information in it.</p> <p>As part of the festival of baptism in the diocese Ben delivered a seminar on confirmation, part of which was recommending good preparation materials as well as how follow up can be done effectively.</p>
<i>Objectives</i>	<i>Main Achievements of the Year</i>
To ensure high quality learning about faith through effective progressive curricula.	<p>To ensure high quality Christian teaching in parishes for 0-5, 5-13, 11-24years:</p> <p>We have continued to develop our Pick n Mix series of resources and now offer 11 seasonal resources. These are stand-alone resources that help youth leaders to build youth sessions and best support young people to reflect upon different points in the year, both in terms of the Church calendar and significant events in their lives. No more of these will be developed, but the current resources will be reviewed and updated.</p> <p>Stable to the Tomb ran for a second year, having extended the resource in light of Easter being later in the year. The journey between Epiphany to Easter 2019 was tracked by the resource and was downloadable from our website, able to be shaped into a youth work session as well as followed on social media. In May we reviewed Stable to the Tomb and in the Autumn Term began the process of overhauling the resource to focus around peoples' stories of how they came to faith and how their faith shaped their daily lives.</p> <p>We continued to make available the prayer cards and updated the prayer journey resource for Thy Kingdom Come, as well as the set of four postcards to help churches to stay in touch with young people, particularly those in Year 6, Year 11 & Year 13 throughout the revision and exam seasons.</p>
To ensure children and young people are nurtured in distinctively Christian environments.	<p>To enable new churches to achieve the Child Friendly Church award (aspirational target 20):</p> <p>The Child Friendly Church Award administered by the Children's work Adviser was suspended in 2019 pending a review of the process of awarding it to churches in early 2020.</p> <p>The Youth Provision Development Team continues to encourage and challenge churches about how accessible their worship opportunities are throughout the week to all ages.</p>
To ensure high calibre of Christian leadership at all levels.	<p>To develop training packages that equip the next generation of youth worker in church:</p> <p>In 2019 we again ran two Youth Camps; June & September. Although take up of places for the September camp was low, the young people and young leaders who participated in the weekend activities had a fantastic time and fed back that their faith had been encouraged throughout their time away. We again had a good number of young leaders at youth camp. This year we saw a number of new young leaders apply to be part of the youth camp team. To further help to embed the young leaders into camp we set an earlier than previous application deadline to allow us to facilitate a young leaders evening where they got to hear how the weekend runs, get to know the wider leadership team, eat together and input into the sessions that were being led over the weekend.</p> <p>In July 2019 we held our first 'Abide' event which gathered together young people and their leaders from across the diocese for a day of worship, teaching and fun. As part of the day we sought to connect with youth and young leaders. A programme had been planned to give input to the leaders there but due to restricted venue size and attending number this didn't take place as planned.</p>

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<p>To ensure discipleship opportunities and nurture for adults who work with children and young people.</p>	<p>To allow discipleship opportunities for leaders of children's & youth work:</p> <p>In 2019 the diocesan youth team and a school employed chaplain went away for a three-day retreat in Cumbria. They were joined by Nick McKee, Director of Vocations for the diocese who led times of reflection, retreat and training. In December the youth team gathered for a day retreat led by Ruth Hassall, the Diocesan Director of Discipleship.</p> <p>Coffee Meet Ups continued in 2019, while network evenings stopped. These were replaced by a more prayer focused event, 'Prayer and Worship Nights' which take place termly and move around the diocese seeking to gather those who wish to pray for children and young people. This has been a place of excitement and longing as we have come before God to pray for a hunger from children and young people to know Him, but also from parishes to connect and disciple those who are under 18 years.</p>
<p>Children's Work 5-13</p>	
<p><i>Objectives</i></p>	<p><i>Main Achievements of the Year</i></p>
<p>To ensure well-resourced and effective worshipping communities that meet the needs of children and young people</p>	<p>To create effective children and family orientated worship in more parishes (aspirational target 20).</p> <p>During the year we have directly supported 3 parishes who have asked for guidance relating to All Age Worship and Messy Church styles of services. This includes one parish who specifically asked for an All Age Worship training day to equip leaders, including children who would be involved in planning worship. Over 100 people representing 40 parishes attended the 'P is for Parent' Children's Ministry Conference which included a keynote speech on the importance of family ministry. The Weekly@ Lectionary resource continues to offer an All Age Talk suggestion to equip worship leaders.</p> <p>To plant new messy church services within the diocese (aspirational target 20)</p> <p>There continues to be interest from a small number of parishes regarding establishing a Messy Church style service. This year, one request came from a school who were supported in growing a new Messy Church congregation. In addition, a Messy Church presentation was delivered to representatives from parishes in one deanery who were all interested in hearing about Messy Church initiatives. Out of these, several are now offering Messy Church, although some are doing this infrequently. There has been growing interest within the diocese in other expressions of worship, including sports ministry and churches have been directed to Ambassadors Football and materials such as Scripture Union's 'Sweaty Church' resources.</p> <p>To create effective discipleship events in more parishes</p> <p>Two churches this year have worked with us to deliver Spirituality Days with their local Primary School. Parishes in Whalley Deanery teamed up and worked in collaboration with us to offer a Family Activity Day at Whalley Abbey which included bible teaching and prayer. The Bishop's Bible Challenge for KS2 children, which focused on treasure and the Kingdom of God, culminated in 3000 children being presented with certificates for completing the challenges. Furthermore, an exhibition showcasing children's artwork themed around Kingdom of God and a Bishop's Bible Challenge Treasure Trail was held at the Cathedral and children were invited to visit with their families.</p>
<p>To ensure high quality learning about faith through effective progressive curricula</p>	<p>To ensure high quality Christian teaching in parishes for 0-5, 5-13, 11-24years</p> <p>We continue to create a growing range of effective resource materials that are published online for parishes to access. These resources include the Lectionary-based Weekly@ which now uses guest writers to try and raise the profile of this resource, especially beyond our diocese. We grasp any opportunity to share these resources with as many churches as we can, for example by proactively engaging with delegates at the children's ministry conference and by visiting deanery synod and chapter meetings to raise awareness of what we offer. We also take samples of the materials to show to new clergy at scheduled visits to raise awareness. We have increased how we</p>

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	use social media to share more posts which equip leaders with ideas for activities which offer learning and discipleship opportunities.
To ensure children and young people are nurtured in distinctively Christian environments	<p>To enable new churches to achieve the Child Friendly Church award (aspirational target 20).</p> <p>There have been 3 new parishes that have received the Child Friendly Church award this year, plus 1 application in progress where the parish has received guidance on areas to work on. The Children's Committee have recently provided feedback on the Child Friendly Church initiative as we consider if it continues to be an effective vehicle for creating and celebrating the work surrounding welcoming families into our churches. As a result of these conversations, the scheme is no longer accepting new applications until an agreement is made on how best to recognise parish achievements.</p>
<p>To ensure high calibre of Christian leadership at all levels</p> <p>To ensure discipleship opportunities and nurture for adults who work with children and young people</p>	<p>To develop training packages that equip the next generation of children's workers in church.</p> <p>To allow discipleship opportunities for leaders of children's work</p> <p>We continue to develop our network of children's workers around the Diocese and currently meet biannually in four locations across the diocese, with the third opportunity to connect being the Children's Ministry Conference. The networking meetings offer a training element, as well as an opportunity to showcase new resources, and offer practical and pastoral support. The Inspire course has been delivered over a 4-week period for leaders from two parishes who were looking for practical training and the new Foundations course began in the Autumn which offered some practical foundation Children and Youth work training along with more in-depth teaching. A workshop was delivered at the Baptism Event at the Cathedral on working with children in the parish, and a workshop on praying with children was offered at one of the diocesan Pathways to Prayer events. In addition, a programme of training relating to churches welcoming children with additional needs was offered, including a Makaton training day which included faith signs, which was attended by over 30 people. The annual Children's Ministry conference focused on equipping parents to raise children that are connected to God and one-off and bespoke training continues to be delivered as and when there is a need.</p>
Children's Work 0-5 Years	
<i>Objectives</i>	<i>Main Achievements of the Year</i>
<p>To ensure well-resourced and effective worshipping communities that meet the needs of children and young people</p> <p>To ensure high quality learning about faith through effective progressive curricula</p>	<p>Ideas on how to engage under 5's with the weekly lectionary readings continue to be included in the Weekly@ resource which can be accessed via the Board of Education website. A series of creative prayer activities were released every day on social media (Twitter and Facebook) in June, to raise the profile of the National Toddler Group Month of Prayer. The 30 ideas have since been made available via a downloadable booklet, which can also be accessed on the website. Other resources, such as the Outdoor Easter / Christmas / Summer are produced with young families in mind.</p>
Children's Work 0-5 Years	
<i>Objectives</i>	<i>Main Achievements of the Year</i>
To ensure high calibre of Christian leadership at all levels	<p>Consideration of how we effectively engage with Under 5's in churches and church groups is included in all training sessions. Individual parishes are supported either on a 1:1 basis, or via networking meetings, this included one parish who has set up a toddler group ministry in a local soft play centre.</p>
To ensure discipleship opportunities and nurture for adults who work with children and young people	<p>Parishes in Whalley Deanery were supported in organizing a Family Activity Day at Whalley Abbey over the Summer, which provided leaders with an opportunity to bring families, and were particularly attractive for parents with young children. Sarah encouraged workers involved in under 5s work to attend the national Playtime toddler group conference which was held in Wigan, and a number of representatives from parishes were there.</p>

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Future Objectives

The objectives for the board of education from 2020 to 2024 are:

Prayer for the work of the Board	
Objectives	DBE Actions
Encouraging a 'pray first culture' at diocesan and parish level to uphold children and young people and the specific ministries working with them	Coordinate and lead prayer and worship nights
Writing prayers for the young to be used in intercessions, services and events	Create a series of prayer support resources for churches linked to different times of the church year. Encourage young people to write prayers for other churches to use.
Encourage dedicated time and energy to the pursuit of hearing God's heart and waiting on Him	Coordinate and lead prayer and worship nights
Encouraging prayer sponsors in parishes where congregation members pray directly for individual children and young people	Launch a project on prayer sponsorship for churches including items in the see and online support resources
Equipping young people with the confidence to pray	Create resources through digital platforms and on the website to help young people and children pray at home, in school and in church

Children and Youth	
Overall objectives	<p>To see 1500 new disciples between the ages of 11-16 To see 25% growth in new disciples between the ages of 5-11 years To see 50% increase in toddler groups that share the gospel To see double the number of boys in worshipping communities</p>
Key Objectives to be achieved by Dec 2024	Actions
<p>Making Disciples We will support the making disciples team to resource and equip local churches to:</p> <ul style="list-style-type: none"> Make more Sunday services child/youth-friendly 	<p>Create an annual training conference for 5-18s teams. A combination of children and young people and their leaders in joint training as a 'team'. Potential to move to different location each year.</p> <p>Create and maintain a spreadsheet overview of parishes and their engagement with BoE projects and resources including child friendly church, YPDP, networks etc.</p> <p>Identify, target and assist parishes where there is no reach</p> <p>Visit all clergy new to parish in the diocese to raise awareness of BoE work and support</p> <p>Engage with church leaders alongside diocesan departments to secure the importance of children and youth ministry, including</p> <ul style="list-style-type: none"> Clergy study days IME2 programme Diocesan conference input Ongoing clergy training Meetings with senior staff team <p>Create consultation processes through youth and children's workers linked to the children's and youth committee. Seek a young people's voice on worship, prayer, the bible etc</p>

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<ul style="list-style-type: none"> Improve preparation and follow-up for confirmation, retaining confirmation candidates as part of the church's worshipping community 	<p>Create working group through Youth committee to look at an effective strategy for confirmation follow up</p> <p>Work with Bishop's House on delivery of strategy</p> <p>Recommend resources for use for confirmation-draw together a selection</p>
<ul style="list-style-type: none"> Equip 50 parishes to set up small youth groups that develop faith 	<p>Youth provision development project work</p> <p>New delivery of "Leading your church into youth work" with effective follow-up</p> <p>Coordinated work with Ruth Hassall on making disciples</p> <p>Resources to support churches in this first step</p>
<ul style="list-style-type: none"> Support parishes in providing events and experiences that encourage children and young people in their faith 	<p>Faith sharing events to equip the young to engage in evangelism eg 'weekender'</p> <p>Residential events either parish or diocesan led</p>
<ul style="list-style-type: none"> Launching significantly more digital content to promote faith development for children and young people, to train leaders and promote church events and activities. This will include: <ul style="list-style-type: none"> You Tube content Podcasts Social media interactive resources 	<p>Digital and Media Intern</p> <p>Podcasts for kids, 'walk and talk' training. Testimony sharing</p> <p>Instagram content</p>
<ul style="list-style-type: none"> Produce more parish resources for work with children and young people 	<p>Resources for youth and children's leaders including weekly@, stable to tomb, stop and go etc</p>
<ul style="list-style-type: none"> Create new or renewed toddler groups that share the gospel as part of their work 	<p>Measure baseline stats of how many have Christian content toddler groups. Training and equipping programme to be created including resources</p> <p>Follow up measure in 2024</p>
<ul style="list-style-type: none"> Engage with boy friendly ministry 	<p>Training as part of children's work conference and Youth Provision Development Project (YPDP).</p> <p>Specific stream in all training focused on boy friendly activity</p> <p>Use young person's voice for development ideas</p> <p>Work in partnership with other departments to secure more men in church and more men in leadership roles with children and young people.</p> <p>Encourage and support churches in creating sports/active ministry</p>
<p>Being Witnesses</p> <p>We will support the being witnesses team to resource and equip local churches to:</p>	
<ul style="list-style-type: none"> Plant 50 local congregations which reach out to families and young people 	<p>Support through consultancy/YPDP alongside witnesses' team in addition to the above</p>
<ul style="list-style-type: none"> Start 50 new child/youth-friendly worshipping communities (or congregations) including services in school 	<p>Support through consultancy/YPDP alongside witnesses' team in addition to the above</p> <p>Schools team to coordinate with witnesses' team</p>
<ul style="list-style-type: none"> Develop 50 new sports/active ministry activities that meet regularly 	<p>See boy friendly ministry above</p>
<p>Growing Leaders</p> <p>Support the vocations team to commission 300 leaders and helpers of all ages (with at least 30% under 25 years old) to share the Gospel with children and young people. We will do this by:</p>	
<ul style="list-style-type: none"> Creating a culture of vocational discernment so that many more can hear a call to work with the young (DoV) 	<p>Create partnership processes between DoV and children and youth advisers</p>
<ul style="list-style-type: none"> Developing varied training programmes for those new to this work or in need of refreshment, including basic training and more in-depth training as part of lay leadership development (Children/Youth Team/DoV) 	<p>Training through digital resource, children's conference and new annual team conference</p> <p>Consultancy as appropriate through children's adviser, youth adviser</p>

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<ul style="list-style-type: none"> Ensuring that everyone who works with children and young people knows their safeguarding responsibilities (in partnership with DSO) 	<p>All engagement and training to include a 'safeguarding first' structure</p> <p>On-going dialogue with Diocesan Safeguarding Officer</p>
<ul style="list-style-type: none"> Liturgically Commissioning new and existing leaders and helpers, at Confirmation Services where possible 	<p>Creation of liturgy for this in consultation with Bishop's House</p> <p>Bishops to send to confirmation parishes for inclusion in services</p>
<ul style="list-style-type: none"> Holding a Service of Celebration and Re-commissioning for those who minister to the young 	<p>Move the children's ministry awards service into an annual event to celebrate and recommission those who work with children.</p>
<p>To develop and implement a project that is designed to grow work with 11-16 years through:</p> <ul style="list-style-type: none"> Creating up to ten resourcing youth evangelism churches linked to church high schools Work to support each resourcing parish to grow 8-10 new teenage disciples in ten surrounding churches Continue to support parishes through the youth development project in addition to the above Seek opportunities to create at least one new church plant focused on youth 	<p>See SDF proposal</p>

Schools	
Aspiration for schools by Dec 2024	Actions of the DBE
<p>Our schools to be built around the key Christian values and qualities of <u>love, hope, grace and service</u> and a Vision rooted in the Bible</p>	<ul style="list-style-type: none"> Ensure love, hope, grace and service to drive our training provision and conferences. Ensure all our work to be anchored in love, hope, grace and service To support and train schools to enable all schools to be at least good according to SIAMS with at least 50% excellent under the new framework To support and train schools to enable all schools to have high quality governance that contribute to a high quality distinctively Christian education To enable access to Christian pastoral support for staff in schools
<p>Embody a vision shaped by the personal faith and commitment of their leaders</p>	<ul style="list-style-type: none"> To ensure that all appointments at senior level have adviser support. To ensure that all materials for appointment confirms the need for Christian leaders including essential church attendance criteria for all appointments in VC and VA schools and use of National Society contracts To provide for all school leaders high-quality training designed for Christian leaders including personal faith development opportunities. To provide training and opportunity to develop those interested, or who may be interested, in church schoolwork To develop and nurture new Christian leadership from our churches and at every level of our schools To work with providers to ensure that Teaching Schools and HE training institutions in the diocese

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	<p>offer bespoke training for ITT students in church school distinctiveness</p> <ul style="list-style-type: none"> To provide for all schools high quality governance training and support that contributes to a distinctively Christian education To provide induction programmes for those new to church schools, NQTs, HTs and DHTs in both phases To provide experiences for leaders that allow spiritual formation including retreats and quiet days
To embody a vision rooted in the bible	<ul style="list-style-type: none"> Ensure all materials from DBE model this with effective use of scripture to underpin all work and explanations of why any particular passage applies
Enable and encourage a praying and worshipping community where distinctly Christian celebrations are integral to the learning experiences of all within the school community	<ul style="list-style-type: none"> Create and share worship resources for primary and secondary schools Create and share prayer resources for primary and secondary schools Provide governor training on worship Develop with diocesan partners training and support for clergy at all levels on worship including IME2, incumbents. Roll out training opportunities for curates to attend any DBE training Provide training and support for teachers, leaders, worship leaders, ethos committees through events and networks Review provision for schools and pupils on spirituality at secondary level with a view to moving towards pupil's leader training and use of pupil voice Review pupil conferences for primary on worship and move towards pupil led worship training at school venues
Ensure Religious Education is at the heart of the curriculum and is a core subject	<ul style="list-style-type: none"> Deliver RE pupil conference to develop and model effective RE teaching at primary and secondary level To develop the existing syllabus with new units shared through a web platform Deliver training for school staff on RE and Worship Support schools in curriculum design beyond RE incorporating spiritual development and Christian values Support schools in meeting cultural diversity within and beyond the RE syllabus To support and train schools to enable all schools to be at least good according to SIAMS with at least 50% excellent under the new framework To support and train schools to enable all schools to deliver a first class RE curriculum meeting the requirements of the national Statement of Entitlement and DBE Services Framework
Recognise the presence of God in the uniqueness of each individual and in each person's specific talents and gifts	<ul style="list-style-type: none"> Enable all schools to be able to access Christian pastoral support for staff in schools To provide training and support that embeds love for all as a core Christian equality principle To provide spiritual enrichment through quiet days and retreats available to all in the school community
Develop a broad community open to the world in which we live, which seeks to change it for the better	<ul style="list-style-type: none"> To support and enable schools to engage in charitable and community enrichment projects To support schools in identifying the needs of their communities and facilitating a partnership response to those needs
Celebrate success and treat failure with compassion	<ul style="list-style-type: none"> To work to support and celebrate our schools in their work, championing Christian education in national and local arenas

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	<ul style="list-style-type: none"> Working with our media team to provide relevant and interesting stories to local media outlets about our schools and school community.
Support their alumni in finding ways to continue their faith journey, and to provide a pathway or signpost for those alumni looking to re-engage with faith	<ul style="list-style-type: none"> To work with schools and churches on creating connection opportunities with past pupils. Deliver training and support for schools on developing the following attributes and confidences: <ul style="list-style-type: none"> know how to pray know the Christian belief that they are loved by God understand the story of salvation revealed in the Bible and fulfilled in Jesus Christ have explored, and know how to explore the Christian faith be guided by a spiritual compass based on gospel values and the person of Jesus love their neighbour and seek to serve them, to bring justice, and to embrace both sacrifice and service understand the life-long transformational effect of God for individuals, communities and nations
Be strong and sustainable presences in their community with a structure that best serves the needs of the children and young people	<ul style="list-style-type: none"> To enable schools to build connections for sharing the Gospel with churches, charities, businesses, other schools (both primary and secondary) and other agencies. To work towards all small schools (<50) to be in structural partnerships with other schools To develop a healthy number of Church based Multi-Academy Trusts to operate across the diocese following consultation with trusts and schools
Seek to work in collaboration with churches in delivering <i>Vision 2026</i>	<ul style="list-style-type: none"> Healthy and growing churches that understand how to develop and support schools and are engaged and interested in the spiritual life of all the school community Churches that know how to best use the skills and opportunities of the schools to form an active and serving Christian community.

School Buildings	
Ensure that school buildings are developed and maintained to best meet the needs of pupils	<ul style="list-style-type: none"> Operation of the LCVAP programme for capital work in schools
Seek opportunities for expansion of existing church schools or new church school provision	<ul style="list-style-type: none"> Work on school designation and changes to schools who wish to move to church school status or from VC to VA Engagement with local authorities to secure expansion of schools for basic need Engagement with local authorities to secure new school provision through basic need
Ensure the correct treatment of school assets when schools close or relocate	<ul style="list-style-type: none"> Work on location of school trust deeds Active support for church school trustees

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Chaplaincy	
Key Objectives for 2024	Actions of the DBE
We want to help young people accept the salvation offered through Jesus' death on the cross and embark on a lifelong journey as a disciple	<ul style="list-style-type: none">• To provide training and support for chaplains in all education institutions• To enable chaplains to create positive links with local churches allowing students to be disciplined in a church context• Encourage local churches to pray for the work done in schools and universities• Equip churches to actively engage in being places accessible to young people and young adults• Enable and facilitate connections between chaplains and vocations teams within the diocese
We want to help students in our universities to be disciplined, nurtured and challenged in their faith, encouraged to share their faith, and develop to lead others in discipleship, witness and service.	
We want to help chaplains that enable the people of God in our High Schools and Universities to live out the Christian life and witness to the presence of Jesus	
We want to help young people transition from a school place of worship to engagement in a Church of England multigenerational worshipping community that is accessible to the young	

COVID 19 IMPACT OF THE PANDEMIC

As part of the response to Covid 19 the company has moved all its operation to remote working off site, with all aspects of business still operational. Schools work continues to be unaffected with schools still requiring support but in different aspects of their work. Invoicing and billing continues and school revenues are relatively unaffected, meaning that the company expects income to be within normal tolerances. Church and parish-based work has slowed with the closure of churches, but key aspects of work in supporting children's ministry, youth ministry and university chaplaincy continues.

Management and operations after the year-end

Management and of the company have furloughed staff that were associated with aspects of the work that has now reduced such as the youth development project and some administration functions. This was to protect against potential future losses from reduced income through the DBF and to allow work that has an allocated specific fund to pause and resume post COVID 19. Budget setting for 2021 has begun with a number of options considered to protect the future operation of the company. Investments will be monitored, but most funds are in deposit accounts and so relatively unaffected by stock market performance. These funds will be reviewed and invested on advice as the markets pick up post COVID 19.

FINANCE REVIEW

Principal Funding Sources

There is an annual grant agreed in advance by the Blackburn Diocesan Board of Finance Limited as agreed by the Diocesan Synod. A grant of service is provided in addition to cash for the provision of finance. The Board is also in receipt of funds allocated from the BDBF restricted Funds. Total funding for the year ended 31 December 2019 is £363,024 (2018: £400,099).

Service level agreements to provide support services to schools £268,649 (2018: £278,880).

Total interest and dividends income is £102,960 (2018: £99,259) representing 10% of total income (2018: 9%).

The Blackburn Diocesan Board of Finance grants represented around 34% of the total income of the charity for the year, equally 25% of the income came from service level agreements and interest and dividend income was 10%.

Financial Performance

The charitable company has currently £216,000 of support invested in school projects which is repayable by the schools as part of the Barchester scheme. This enables schools to undertake necessary building projects.

The charitable company employs staff to support schools in their maintenance and building projects. During the year £37,509 (2018: £49,934) was spent on directly undertaking activities in this area which includes generating voluntary income.

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

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schools. During the year £367,295 of school and governor support (2018: £355,010) was spent on directly undertaking activities in this area.

Youth and children's work occur both in schools and parishes. Youth and children's work directly undertaken activities cost £274,376 (2018: £300,110).

The charitable company also supports university chaplains and this support amounted to £133,857 (2018: £135,406) of activities directly undertaken.

Balance Sheet Position

Net assets at 31 December 2019 are £5,908,000 (2018: £6,031,000) which is made up of designated funds of £2,737,000, restricted funds of £463,000 and endowment funds of £78,000. Within debtors and creditors on the balance sheet are amounts held on behalf of schools under the Barchester scheme. Included in debtors is £259,000 and £4,399,000 is included in creditors. Total unrestricted funds were £2,630,000.

Investment policy

The charity utilises the CBF fund with CCLA for investments.

This ensures ethical investment, as investments are held in companies which have high standards of corporate governance and act in a responsible way towards stakeholders.

Unrestricted and restricted funds are invested to balance income, liquidity and the reimbursement of capital. Investment policy for long-term funds is aimed primarily at generating a sustainable income with due regard to the need for preservation of capital value.

Reserves policy

The total funds of the charitable company as at 31 December 2019 are £6,908,000, of which £463,000 are restricted and £78,000 are endowment funds.

The reserves of the company provide working capital for the activities of the Board. The Board also requires funds to be available to provide assistance to schools for their contribution to building projects.

The trustees have reviewed the charity's needs for reserves in line with the guidance issued by the Charity Commission. They have agreed to set a reserves figure equivalent to the average monthly expenditure over the three highest expenditure months on the Barchester school buildings Scheme, £1,218,000, three to six months budgeted running costs for 2019, £625,000 (six months) and have set aside £2,000 to cover future accommodation costs. The total approved level of reserves is £1,845,000.

The total value of free reserves (general reserves less assets used in the charity and designated fund and any pension adjustment) is £2,025,000. The level of free reserves is £180,000 above the approved level. The directors at their summer meeting will review free reserves and designated funds along with plans for the future in order to address the free reserves position.

The level of designated funds at the year-end is £2,737,000 (2018: £3,107,000). Material designated funds include the New Opportunity Fund at £375,836 for school buildings support and the Elmslie Fund at £474,480 for educational purposes in the Blackpool area.

Reserves are expected to be unaffected by COVID 19 in 2020 and planned use of designated funds, which may be repurposed in 2021, will meet commitments of the Board of Education until the end of 2021. The Board will have time to meet and plan responses to any reductions in funding from the DBF without significant loss of reserves. Investment performance over time will be monitored.

Financial assistance and grant making policy

Organisations must make applications to the Board of Education Executive. The Executive considers these in the light of their benefit for promoting Christian education within the Diocese. Consideration is also given to the financial circumstances of the organisation applying.

Grants were less than 2% of total expenditure.

Fundraising

The BDBE does not normally fundraise, during 2018 contributions were collected from youth participating in the trip to South Africa. No fundraising is undertaken by direct marketing or external fundraisers the BDBE has not received any complaints from the public in relation to fundraising activities.

PRINCIPLE RISKS AND UNCERTAINTIES

The trustees of the charitable company have overall responsibility for ensuring that the charity has an appropriate system of controls, financial and otherwise. The systems of internal control are designed to provide reasonable, but not absolute, assurance against material misstatement or loss. There is no internal audit function as it is not considered an efficient use of the resources of the charity.

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They include:

- A strategic plan and annual budget approved by the trustees;
- Regular consideration by the Board of Education of financial results and variance from budgets;
- Delegation of authority and segregation of duties;
- Identification and management of risks.

During the year the trustees have developed their risk management process to assess and document business risks and implement risk management strategies. This involved assessing the types of risks the charity faces, prioritising them in terms of potential impact and likelihood of occurrence, and identifying means of mitigating the risks. This process has drawn on the on-going consideration of business risk, which already forms a significant aspect of the trustees' duties.

An annual meeting has been put in place to review the risks of the Blackburn Diocesan Board of Education.

During the year consultants and advisers have been engaged to assist in the management of on-going work where there has been identified need.

The key risks, which may impact on the charitable company, are:

- Failure of the Department for Education (DfE) to process claims in a timely manner to meet the financial obligations of the BDBE;
- Reduction in income to a level not sufficient to cover running costs;
- Repayable financial support to schools not being repaid;
- An increase in statutory duties that cannot be recharged to schools.

The trustees are satisfied that appropriate measures are in place to mitigate the potential financial impact of these risks by having sufficient reserves in place to cover a period of delay, restructuring staff if necessary and has the assurance of the variable annual grant received from the Blackburn Diocesan Board of Finance.

The economic climate continues to impact on school budgets being cut in real terms in 2019. The Board generates resources through Service Level Agreements with schools and it may be that demands placed on school budgets could reduce the ability of schools of buy services from the Board in 2019.

Impact on risk and risk management

The company risk register already contained income losses and actions associated with them and has been updated to include loss on income from the DBF and to highlight those risks which are impacted by COVID 19. The company continues to be strong and anticipates that even with no DBF grant and reduction in investments and income, costs can be managed to ensure continued viability.

STRUCTURE GOVERNANCE AND MANAGEMENT

The Board of Education is a statutory body under the Diocesan Boards of Education No2 Measure 1991. This requires every diocese to have a Board of Education which has responsibility for overseeing the work of Church Schools and being responsible for managing Education Charitable Trusts. The Board of Education was incorporated in November 1955 and is a company limited by guarantee.

Those persons who are normally referred to as members of the Board of Education are in company law the Directors of the Board and Trustees in charity law.

The Trustees present their report and audited financial statements for the year ended 31 December 2017. The Trustees and the Trustees' Report constitute the Directors and Directors' Report for Companies Act purposes.

The financial statements have been prepared in accordance with the charity's Memorandum and Articles of Association, the Statement of Recommended Practice: Accounting and Reporting by Charities (Charities SORP (FRS 102)) and the Financial Reporting Standard 102 applicable in the United Kingdom and Republic of Ireland (FRS 102) and the Charities Act 2011 and UK Generally Accepted Practice as it applies from 1 January 2015.

Organisation

The Board of Education, as defined in statute, has overall control of the activities of the Company. The Board operates with five sub committees. The finance, staffing and resources committee is responsible for all financial matters across the work of the Board of Education. The schoolwork is split over two committees with school Christian ethos development considered by the Distinctiveness Committee and the other aspects of work considered by the School Strategy Committee. Parish support work is considered by the Children's Committee and Youth Committee. The Board reports to the Diocesan Synod (Membership of the Diocesan Synod is also the membership of the Diocesan Board of Finance) annually and the Director of Education also reports to the Bishop's Council.

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Method of Appointment of Trustees

The trustees are appointed in the following way:

The Chair of the Board is nominated by the Diocesan Bishop. Two Archdeacons have positions by virtue of their office. Two clerks in holy orders and six members are elected from the Diocesan Synod, with six other members being elected by the Diocesan Synod. Up to four eight co-opted members are appointed on a skills basis.

The trustees are elected every three years with a new Board coming into being on the 1 January following those elections.

Induction and Training of Trustees

On induction there is a meeting with prospective trustees to explain their roles and responsibilities. They are advised of the structure of the Blackburn Diocesan Board of Education and associated companies.

Trustee training is provided as a need is identified.

Impact on risk and risk management

The company risk register already contained income losses and actions associated with them and has been updated to include loss on income from the DBF and to highlight those risks which are impacted by COVID 19. The company continues to be strong and anticipates that even with no DBF grant and reduction in investments and income, costs can be managed to ensure continued viability.

Remuneration of key management personnel

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

Custodian Trustee

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

Under the 1991 Diocesan Board of Education Measure, governors are required to consult the Board and seek written permission to do any work on the school building which involves governor liability.

The Board's main objective is to support Christian education and governors in the maintenance and development of school buildings.

TRUSTEES RESPONSIBILITIES

The trustees are responsible for preparing the Trustees' Annual Report and the financial statements in accordance with applicable law and regulations.

Company law requires the trustees (as Directors) to prepare financial statements for each financial year. Under that law the trustees have elected to prepare the financial statements in accordance with UK Accounting Standards and applicable law (UK Generally Accepted Accounting Practice), including FRS 102 *The Financial Reporting Standard applicable in the UK and Republic of Ireland*.

Under company law the trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the charitable company and of the surplus or deficit of the charitable company for that period. In preparing these financial statements, the trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe methods and principles in the Charities 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; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue its activities.

The trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the charitable company's transactions and 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

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Companies Act 2006. They have general responsibility for taking such steps as are reasonably open to them to safeguard the assets of the charitable company and to prevent and detect fraud and other irregularities.

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

STATEMENT OF DISCLOSURE TO THE AUDITORS

So far as the Directors are aware:

- a. there is no relevant audit information of which the charitable company's auditors are unaware, and
- b. we have taken all the steps that we ought to have taken as Directors in order to make ourselves aware of any relevant audit information and to establish that the charitable company's auditors are aware of that information.

APPOINTMENT OF AUDITOR

The re-appointment of Haysmacintyre LLP as auditors to the BDBF will be proposed at the Annual General Meeting.

ADMINISTRATIVE DETAIL

The Blackburn Diocesan Board of Education Limited (by guarantee) hereafter referred to as the "charitable company" is a registered company and is registered with the Charity Commission. The company was incorporated on 30 November 1955.

The trustees, who are also directors for the purposes of company law, present their trustees' report, together with the audited financial statements, for the year ended 31 December 2019.

This report constitutes the Strategic Report and the Directors' Report required under the Companies Act 2006.

Charity Registration number 1020101

Company registration number 557954

Company Secretary Mr S Whittaker

Directors/Trustees	Venerable M Everitt	(Resigned 17 June 2019)
	Mr T Cox	
	Mr JMP Hewitt	
	Mrs RE Radford	
	Miss J Snape	
	Mr R Jones	
	Canon A Holliday	
	Mr G Burrows	
	Mrs N Cox	
	Mrs H Henderson	
	Mrs L Simpson	
	Rev P R M Venables	
	Venerable M Ireland	
	A C Abernethy	
	N Corrigan	
	Revd S I Haskett	
	D L Metcalfe	
	Dr J Woolford	
	Miss N Corrigan	

Chief Executive Officer Mr S Whittaker

Appointments are made under the Diocesan Board of Education Measure 1991

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Advisers

Solicitors	Napthens Darwen House Walker Office Park Blackburn, BB1 2QE Anthony Collins Solicitors LLP 134 Edmund Street Birmingham B3 2ES
Bankers	National Westminster Bank 35 King William Street Blackburn BB1 7DJ
Insurers	Ecclesiastical Insurance Group Beaufort House Brunswick Road Gloucester, GL1 1JZ
Investment Advisors	CCLA Investment Management Ltd Senator House, 85 Queen Victoria Street London EC4V 4ET
Registered Auditor	Haysmacintyre LLP 10 Queen Street Place London, EC4R 1AG
Registered Address	Diocesan Office Clayton House Walker Office Park Blackburn BB1 2QE

By order of the board



The Venerable David Picken

Chair of the Board of Education

Blackburn Diocesan Board of Education Limited
Clayton House
Walker Office Park
BLACKBURN
BB1 2QE

18th June 2020

The Blackburn Diocesan Board of Education

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INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF THE BLACKBURN DIOCESAN BOARD OF EDUCATION

Opinion

We have audited the financial statements of The Blackburn Diocesan Board of Education for the year ended 31 December 2019 which comprise the Statement of Financial Activities, the Income and Expenditure Account, the Balance Sheet, the Cash Flow Statement, and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 December 2018 and of the charitable company's net movement in funds, including the 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 Companies Act 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 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 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.

Responsibilities of trustees for the financial statements

As explained more fully in the trustees' responsibilities statement set out on page 14, 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.

Auditor's responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an 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.

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.

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 charitable company'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 trustees are responsible for the other information. The other information comprises the information included in 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.

The Blackburn Diocesan Board of Education

Annual Report and Financial Statements For the year ended 31 December 2019

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

Opinions on other matters prescribed by the Companies Act 2006

In our opinion, based on the work undertaken in the course of the audit:

- the information given in the Annual Report (which includes the strategic report and the directors' report prepared for the purposes of company law) for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the strategic report and the directors' report included within the Annual Report have been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the Annual Report (which incorporates the strategic report and the directors' report).

We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 requires us to report to you if, in our opinion:

- adequate accounting records have not been kept by the charitable company, or returns adequate for our audit have not been received from branches not visited by us; or
- the charitable company financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit.

Use of our report

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charitable company's members 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 the charitable company's members as a body, for our audit work, for this report, or for the opinions we have formed.



Adam Halsey (Senior Statutory Auditor)
For and on behalf of Haysmacintyre LLP, Statutory Auditors
22 June 2020

10 Queen Street Place
London
EC4R 1AG

The Blackburn Diocesan Board of Education

Annual Report and Financial Statements
For the year ended 31 December 2019

STATEMENT OF FINANCIAL ACTIVITIES for the year ended 31 December 2019

		Unrestricted		Restricted	Endowment	Total	Total
	Note	General Fund	Designated Fund	Funds	Funds	2019	2018
		£000	£000	£000	£000	£000	£000
Income and endowments from:							
Donations and legacies	4	376	-	31	-	407	434
Charitable activities	4	465	-	12	-	477	540
Other trading activities	4	2	-	-	-	2	2
Investments	4	168	4	3	-	175	173
Total		1,011	4	46	-	1,061	1,149
Expenditure on:							
Raising funds	5	3	-	-	-	3	11
Charitable activities	6	1,174	182	61	-	1,417	1,285
Total		1,177	182	61	-	1,420	1,296
Net income/(expenditure) before investment gains		(166)	(178)	(15)	-	(359)	(147)
Net gains on investments	10	181	-	-	12	193	(27)
Net income/(expenditure)	7	15	(178)	(15)	12	(166)	(174)
Transfer between funds	14	203	(192)	(11)	-	-	-
Actuarial (losses) on defined benefit pension schemes		43	-	-	-	43	(48)
Net movement in funds		261	(370)	(26)	12	(123)	(222)
Total funds brought forward	14	2,369	3,107	489	66	6,031	6,253
Total funds carried forward	14	2,630	2,737	463	78	5,908	6,031

All activities derive from continuing activities.

The notes on pages 23 to 38 form part of these financial statements.

Details of comparative figures by fund are disclosed in note 21.

The Blackburn Diocesan Board of Education

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For the year ended 31 December 2019

INCOME AND EXPENDITURE ACCOUNT

for the year ended 31 December 2019

	2019 £000	2018 £000
Total income	1,061	1,149
Total expenditure	(1,420)	(1,296)
Operating (deficit)/profit for the year	(359)	(147)
Net (losses)/gains on investments	193	(26)
Actuarial loss defined benefit scheme	43	(48)
Net (expenditure)/income for the year	(123)	(221)

The Blackburn Diocesan Board of Education

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For the year ended 31 December 2019

BALANCE SHEET at 31 December 2019

	Note	2019 £000	2018 £000
Fixed assets			
Tangible assets	9	580	576
Investments	10	1,459	1,295
		<u>2,039</u>	<u>1,871</u>
Current assets			
Debtors (amounts receivable after more than One year £487,000 (2018: £548,000))	11	769	792
Cash on deposit	12	4,161	4,857
Cash at bank and in hand	12	4,249	3,748
		<u>9,179</u>	<u>9,397</u>
Creditors: amounts falling due within one year	13	<u>(5,140)</u>	<u>(4,512)</u>
Net current assets		<u>4,039</u>	<u>4,885</u>
Total assets less current liabilities		<u>6,078</u>	<u>6,756</u>
Creditors: amounts falling due after more than one year	13	(170)	(725)
Net assets		<u>5,908</u>	<u>6,031</u>
Fund balances			
Endowment funds:	14	78	66
(including investment revaluation reserve of £50,041 (2018:£37,707))			
Restricted income funds	14	463	489
(including investment revaluation reserve of £36,040 (2018:£42,594))			
Unrestricted income funds:			
General funds (including revaluation reserve of £728,173 (2018:£547,165))	14	2,630	2,369
Designated funds (including revaluation reserve of £nil (2018:£nil))	14	2,737	3,107
		<u>5,908</u>	<u>6,031</u>

The notes on pages 23 to 38 form part of these financial statements.

These financial statements were approved by the board of directors and were signed on its behalf on 18 June 2020 by:



The Venerable David Picken
Chair of the Board of Education

The Blackburn Diocesan Board of Education is a company limited by guarantee registered in England and Wales (no 557954)

The Blackburn Diocesan Board of Education

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CASH FLOW STATEMENT

for the year ended 31 December 2019

	2019 £000	2018 £000
Cash (outflow)/ inflow from operating activities		
Net (expenditure)/income	(123)	(222)
Net (gains)/losses on investments	(193)	27
Depreciation	25	24
Dividends and interest income	(175)	(167)
(Increase)/Decrease in debtors current assets	(38)	559
Decrease/(Increase) in debtors long term assets	61	(243)
Increase in creditors current liabilities	628	(17)
(Decrease)/Increase in creditors long term liabilities	(555)	(23)
Net cash (outflow)	<u>(370)</u>	<u>(62)</u>
Cash from investing activities		
Dividends and interest income	175	167
Purchase of tangible fixed assets	(29)	(12)
Sale of investments	29	-
	<u>175</u>	<u>155</u>
(Decrease)/Increase in cash in the year	<u>(195)</u>	<u>93</u>
Cash and cash equivalents at the beginning of the year	8,605	8,513
Cash and cash equivalents at the end of the year	<u>8,410</u>	<u>8,605</u>
Analysis of cash and cash equivalents	2019 £000	2018 £000
Cash on deposit	4,161	4,857
Cash at bank and in hand	4,249	3,748
	<u>8,410</u>	<u>8,605</u>

NOTES TO THE FINANCIAL STATEMENTS

(forming part of the financial statements)

1 Accounting policies

Basis of preparation

The financial statements have been prepared under the historic cost convention, with the exception of investments which are included on a market value basis, and in accordance with the Statement of Recommended Practice for Charities (SORP 2015), the Companies Act 2006 and applicable accounting standards (FRS102).

The charitable company manages its activities in line with income received. As a consequence, the Trustees believe the charitable company is well placed to successfully manage its risks. After making enquiries, the Trustees have a reasonable expectation that the charitable company has adequate resources to continue in operational existence for the foreseeable future. The Trustees have taken into account the effect of the Covid 19 pandemic on its operations which, will remain largely unchanged in relation to the work with schools. The Trustees believe they have sufficient reserves to allow time to adjust should grant funding for other operations reduce. Accordingly, they continue to adopt the going concern basis in preparing the Trustee's report and financial statements. The Trustees believe that the charitable company is a public benefit entity.

The principal accounting policies and estimation techniques are as follows.

Critical accounting judgements and key sources of estimation uncertainty

In the application of the accounting policies, trustees are required to make judgement, estimates, and assumptions about the carrying value of assets and liabilities that are not readily apparent from other sources. The estimates and underlying assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these 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 affected current and future periods.

Judgements made by the trustees, in the application of these accounting policies that have significant effect on the financial statements and estimates with a significant risk of material adjustment in the next year are deemed to be in relation to the depreciation rates of tangible fixed assets and the assumptions used in determining the value of the pension scheme deficit and are discussed below.

In the view of the trustees, no assumptions concerning the future or estimation uncertainty affecting assets or liabilities at the balance sheet date are likely to result in a material adjustment to their carrying amounts in the next financial year.

Fixed assets and depreciation

Assets with a value in excess of £500 are capitalised. Depreciation is provided by the company to write off the cost less the estimated residual value of tangible fixed assets by equal instalments over their estimated useful economic lives as follows:

Freehold property	2% per annum
Re-modelling	3.33% per annum
Computers	25% per annum
Fixtures and fittings	5 - 10% per annum
Office equipment	25% per annum

The charitable company will perform annual impairment testing of assets on which depreciation is not provided in accordance with FRS 102 to determine whether residual disposal values of these assets in aggregate continue to exceed carrying value.

Fixed asset investments

Fixed asset investments are included in the balance sheet at market value and the gain or loss taken to the Statement of Financial Activities.

Stocks

Stocks are stated at the lower of cost and net realisable value.

Debtors

Debtors are stated at amounts receivable less any provision for uncertain recoverability.

Deferred Payment Arrangements

The Blackburn Diocesan Board of Education

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Deferred Payment Arrangements are agreements to defer payment of the governors' liabilities on buildings projects under the Barchester Scheme.

Creditors

Creditors are stated at amounts payable.

Income:

Grants received and donations

All grants and donations are recorded as income when receivable. Where grants have conditions relating to future accounting periods they are treated as deferred income and recognised in those accounting periods. Other donations are recorded as income when receivable.

Fees and Chaplaincy income

Fees received are recognised on an accruals basis in the period to which they relate.

Service level agreement income

From April 1999 schools have been invoiced for the support services provided by the Board of Education. Prior to this school support contributions were voluntary. Income is recognised on an accruals basis.

Arrangement fee income

From 2009 arrangement fees are payable on loans arranged for schools by the Board of Education. The arrangement fee is deferred over the life of the loan.

Investment income

Interest and dividends are recognised on an accruals basis.

Grant from Blackburn Diocesan Board of Finance

The annual grant is agreed in advance by the Blackburn Diocesan Board of Finance Limited as agreed by the Diocesan Synod. A grant of service is provided in addition to cash for the provision of finance.

Expenditure:

Grants payable

Grants payable are debited to expenditure when the charitable company has a constructive obligation to pay.

Barchester Scheme Building work

The Board of Education has traditionally been involved in helping voluntary aided church school governing bodies with projects involving major funding streams from the Department for Education (DfE). This entails paying contractors' and professional fee invoices on behalf of the governing body concerned, claiming the appropriate grant (90%) from the DfE, and collecting the governors' (and sometimes the local authority) contributions. The Board might also have agreed deferred payments arrangements to the governors (10%) to such projects. The gross turnover of such activity can amount to considerable sums, where a major new build is concerned.

The payment of such invoices is not accounted for as expenditure of the Board. Normally, the Board has received grant funding or the governors' contribution in advance, but where this is not the case it is shown as the making of short term cash-flow deferred payments for the governing bodies concerned. These are repaid when the appropriate DfE grant and governors' contributions are received. Essentially the Board is acting as the agent of the appropriate governing body in these transactions.

The Board also acts as an agent with DfE arrangements for making 'voluntary aided school annual devolved formula capital grants' available to schools in advance of project spend or approval.

During 2019 the total expenditure was £7,203,344 (2018: £5,412,043). This expenditure has not been recognised in the financial statements of the company in line with FRS 102.23.4.

Cost of Activities

The cost of running each department of the Board is recognised on an accruals basis.

Governance and support costs

Governance costs consist of the audit fee and the cost of preparing the accounts.

Board of Education administration support costs are recognised on an accruals basis. Support costs are apportioned on a basis consistent with the use of resources.

Taxation

The Blackburn Diocesan Board of Education Limited (by guarantee) is considered to pass the tests set out in paragraph 1 Schedule 6 Finance Act 2010 and therefore it meets the definition of a charitable company for UK Corporation Tax purposes. Accordingly, the charity is potentially exempt from taxation in respect of income or capital gains received within categories covered by Chapter 3 Part II Corporation Tax Act 2010 or Section 256 of the Taxation of Chargeable Gains Act 1992, to the extent that such income or gains are applied exclusively to charitable purposes.

Pensions

The charitable company operates a defined contribution pension scheme. The assets of the scheme are held separately from those of the charitable company in independently administered funds. The amount charged in the statement of financial activities represents the contributions payable to the scheme in respect of the accounting period.

Some of the charitable company's staff are members of the Church Workers Pension Fund. The costs charged as expenditure represent the charitable company's contributions payable in respect of the accounting period, in accordance with FRS102.

Four employees are members of the Church of England Funded Pension Scheme. At 31 December 2019 the Board of Education is responsible for its own liabilities on this scheme and as such the liability is held on the balance sheet.

Fund accounting

Funds held by the charitable company are either:

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

Designated funds – these are funds set aside by the trustees out of unrestricted general funds for specific future purposes or projects.

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

Endowment funds

This is capital, held in perpetuity to create income for specified purposes.

Further explanation of the nature and purpose of each fund is included in the notes to the financial statements.

Where a grant or donation is received to fund a capital item or where an asset is donated, if there is an obligation relating to the future use or retention of the relevant asset, the balance relating to that asset is held within restricted funds as long as that restriction exists. Where there is no such restriction, the income relating to the purchase of capital items is transferred to unrestricted funds in the Statement of Financial Activities.

Realised gains on schools

Realised gains on schools represent amounts which accrue to the Board of Education from the sale of church schools' land or buildings and which have been received in the period.

Unrealised gains / losses on investments

Unrealised gains and losses on investments represent the aggregate change in market value of investments since the previous balance sheet date.

Realised gains / losses on investments

Realised gains or losses on investments relate to actual gains or losses arising in the period on disposal.

2 Remuneration of trustees

No trustee has received remuneration from the Board of Education during the year (2018: £nil).

Expenses reimbursed to trustees during the year amounted to £nil (2018: £nil).

The Blackburn Diocesan Board of Education

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3 Staff numbers and costs

The average number of people employed during the year was 22 (2018: 22).

The average number of full-time equivalent persons employed by the charitable company during the year, analysed by category, was as follows:

	Number of employees	
	2019	2018
Director of Education	1	1
Deputy and Assistant Directors	1	1
Principal Schools Adviser	2	2
Schools Improvement Officers	1	1
Youth and Children's Chaplains/ Officers	4	7
Administration and Secretarial	13	10
	22	22

The aggregate payroll costs of these employees were as follows:

	2019	2018
	£000	£000
Wages and salaries	625	627
Social security costs	58	58
Other pension costs	67	66
	750	751

During the year one employee received a salary in excess of £60,000, in the band £60,000 to £70,000 (2018: one). Pension contributions in respect of this employee were £6,800 (2018: £6,666).

Remuneration of key management personnel

Key management personnel are deemed to be those having authority and responsibility, delegated to them by the trustees, for planning, directing and controlling the activities of the charitable company. During 2019 they were:

Chief Executive officer	Stephen Whittaker
Deputy Director	Samuel Johnson

Remuneration, pensions and expenses for these employees amounted to £157,627 (2018: £155,148).

In addition to the above 22 employees (2018: 22) the charitable company met some or all of the payroll costs of the following people who worked for the charitable company during the year but were paid by the Church Commissioners.

	Number of persons	
	2019	2018
University/FE Chaplains	1	1
	1	1

The total payroll costs during the year met by the charitable company and related to these non-employees amounted to £45,965 (2018: £45,273).

Pension schemes

Group Personal Pension Plan

The Blackburn Diocesan Board of Education participates in a defined contribution pension scheme. The assets of the pension scheme are held separately from those of the Blackburn Diocesan Board of Education in an independently administered fund. The pension cost charge for the year represents contributions payable by the Blackburn Diocesan Board of Education to the fund.

The Blackburn Diocesan Board of Education participates in the Defined Benefits Scheme section of CWPFF for lay staff. The Scheme is administered by the Church of England Pensions Board, which holds the assets of the schemes separately from those of the Employer and the other participating employers.

The Church Workers Pension Fund has a section known as the Defined Benefits Scheme, a deferred annuity section known as Pension Builder Classic and a cash balance section known as Pension Builder 2014.

The Blackburn Diocesan Board of Education

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Defined Benefits Scheme

The Defined Benefits Scheme ("DBS") section of the Church Workers Pension Fund provides benefits for lay staff based on final pensionable salaries.

For funding purposes, DBS is divided into sub-pools in respect of each participating employer as well as a further sub-pool, known as the Life Risk Pool. The Life Risk Pool exists to share certain risks between employers, including those relating to mortality and post-retirement investment returns.

The division of the DBS into sub-pools is notional and is for the purpose of calculating ongoing contributions. They do not alter the fact that the assets of the DBS are held as a single trust fund out of which all the benefits are to be provided. From time to time, a notional premium is transferred from employers' sub-pools to the Life Risk Pool and all pensions and death benefits are paid from the Life Risk Pool.

The scheme is a multi-employer scheme as described in Section 28 of FRS 102. It is not possible to attribute DBS assets and liabilities to specific employers, since each employer, through the Life Risk Section, is exposed to actuarial risks associated with the current and former employees of other entities participating in DBS. This means that contributions are accounted for as if DBS were a defined contribution scheme. The pensions costs charged to the SoFA during the year are contributions payable towards benefits and expenses accrued in that year (2019: £20,022 2018: £20,697) plus the figures in relation to the DBS deficit highlighted in the table below as being recognised in the SoFA, giving a total charge of £20,022 for 2019 (2018: £20,697).

If, following an actuarial valuation of the Life Risk Pool, there is a surplus or deficit in the pool and the Actuary so recommends, further transfers may be made from the Life Risk Pool to the employers' sub-pools, or vice versa. The amounts to be transferred (and their allocation between the sub-pools) will be settled by the Church of England Pensions Board on the advice of the Actuary.

A valuation of DBS is carried out once every three years. The most recent was carried out as at 31 December 2016. In this valuation, the Life Risk Section was shown to be in deficit by £2.6m and £2.6m was notionally transferred from the employers' sub-pools to the Life Risk Section. This increased the Employer contributions that would otherwise have been payable. The overall deficit in DBS was £26.2m.

Following the valuation, the Employer has entered into an agreement with the Church Workers Pension Fund to pay a contribution rate of 41.2% of pensionable salary and expenses of £2,900 per year.

Section 28.11A of FRS 102 requires agreed deficit recovery payments to be recognised as a liability. The movement in the provision is set out below:

	2019 £000	2018 £000
Balance sheet liability at 1 January	-	-
Deficit contribution paid	-	(46,822)
Interest cost (recognised in SoFA)	-	-
Remaining change to the balance sheet liability* (recognised in SoFA)	-	46,822
Balance sheet liability at 31 December	-	-

* Comprises change in agreed deficit recovery plan and change in discount rate between year-ends.

This liability represents the present value of the deficit contributions agreed as at the accounting date and has been valued using the following assumptions, set by reference to the duration of the deficit recovery payments:

	December 2019 £000	December 2018 £000	December 2017 £000
Discount rate	0.00%	0.00%	0.00%

The legal structure of the scheme is such that if another employer fails, the employer could become responsible for paying a share of that employer's pension liabilities. The next valuation of the scheme is being carried out as at December 2019.

The Blackburn Diocesan Board of Education

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Church of England Funded Pension Scheme (CEFPS)

Blackburn Diocesan Board of Education participates in the Church of England Funded Pensions Scheme for stipendiary clergy, a defined benefit pension scheme. This scheme is administered by the Church of England Pensions Board, which holds the assets of the schemes separately from those of the Responsible Bodies.

Each participating Responsible Body in the scheme pays contributions at a common contribution rate applied to pensionable stipends.

The scheme is considered to be a multi-employer scheme as described in Section 28 of FRS 102. This means it is not possible to attribute the Scheme's assets and liabilities to each specific Responsible Body, and this means contributions are accounted for as if the Scheme were a defined contribution scheme. The pensions costs charged to the SoFA in the year are contributions payable towards benefits and expenses accrued in that year (2019: £74,667, 2018: £73,264), plus the figures highlighted in the table below as being recognised in the SoFA, giving a total charge of £74,667 for 2019 (2018: £73,264).

A valuation of the Scheme is carried out once every three years. The most recent Scheme valuation completed was carried out at as 31 December 2018. The 2018 valuation revealed a deficit of £50m, based on assets of £1,818m and a funding target of £1,868m, assessed using the following assumption

- An average discount rate of 3.2% p.a.;
- RPI inflation of 3.4% p.a. (and pension increases consistent with this);
- Increase in pensionable stipends of 3.4% p.a.;
- Mortality in accordance with 95% of the S3NA_VL tables, with allowance for improvements in mortality rates in line with the CMI2018 extended model with a long term annual rate of improvement of 1.5%, a smoothing parameter" of 7 and an initial addition to mortality improvements of 0.5% pa.

Following the 31 December 2018 valuation, a recovery plan was put in place until 31 December 2022 and the deficit recovery contributions (as a percentage of pensionable stipends) are as set out in the table below.

% of pensionable stipends	January 2018 to December 2020	January 2021 to December 2022
Deficit repair contributions	11.9%	7.1%

The deficit recovery contributions under the recovery plan in force as at 31 December 2016, 31 December 2017 and 31 December 2018 were as set out in the above table.

For senior office holders, pensionable stipends are adjusted in the calculations by a multiple, as set out in the Scheme's rules.

Section 28.11A of FRS 102 requires agreed deficit recovery payments to be recognised as a liability. The movement in the balance sheet liability over 2017 and over 2018 is set out in the table below.

The Blackburn Diocesan Board of Education

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	2019 £000	2018 £000
Balance sheet liability at 1 January	78	88
Deficit contribution paid	(12)	(11)
Interest cost (recognised in SoFA)	2	1
Remaining change to the balance sheet liability* (recognised in SoFA)	(43)	-
Balance sheet liability at 31 December	25	78

* Comprises change in agreed deficit recovery plan and change in discount rate and assumptions between year-ends.

This liability represents the present value of the deficit contributions agreed as at the accounting date and has been valued using the following assumptions set by reference to the duration of the deficit recovery payments:

	December 2019 £000	December 2018 £000	December 2017 £000
Discount rate	1.1%	2.1%	1.4%
Price inflation	2.8%	3.1%	3.0%
Increase to total pensionable payroll	1.3%	1.6%	1.5%

The legal structure of the scheme is such that if another Responsible Body fails, Blackburn Diocesan Board of Education could become responsible for paying a share of that Responsible Body's pension liabilities.

4 Analysis of Income

	2019 £000	2018 £000
Donations and legacies		
Donations	11	11
Diocesan Board of Finance General Funds	363	400
Diocesan Board of Finance Restricted Funds	2	-
External organisations	31	23
	407	434
Income from charitable activities		
Fees and Chaplaincy income	70	94
Sale of publications and courses	96	135
Service level agreements	271	279
Supporting Church of England academies	-	4
Rent	40	28
	477	540
Other trading activities		
DBE Services Fees	2	2
Investment income		
DBE Services gift-aid donation (17% owned)	72	74
Dividends	57	59
Interest	46	40
	175	173

The Blackburn Diocesan Board of Education

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5 Fund Raising Costs

	Activities undertaken directly £000	Grant funding of activities £000	Support costs £000	Total 2019 £000	Total 2018 £000
Generating voluntary income	-	-	1	1	9
Fundraising trading	2	-	-	2	2
Total Fund-Raising Costs	2	-	1	3	11

6 Charitable Activities

Activity or Programme	Activities undertaken directly £000	Grant funding of activities £000	Support costs £000	Total 2019 £000	Total 2018 £000
Cost of charitable activities:					
<i>School and governor support</i>	367	-	117	484	461
<i>Higher and further education</i>	133	1	42	176	175
<i>Children's work</i>	64	-	20	84	92
<i>Youth work</i>	211	2	67	280	297
<i>Schools work - designated</i>	-	151	-	151	57
<i>School buildings support</i>	156	42	44	242	203
Charitable activities subtotal	931	196	290	1,417	1,285

7 Net expenditure for the year

	2019 £000	2018 £000
These are stated after charging: Auditors remuneration	9	7
Total	9	7

8 Realised gains on schools

There are 190 Church of England Schools in the Diocese of Blackburn (2018: 190 schools). The Church of England Primary School at Out Rawcliffe was closed in July 2013 and the Board is currently in the process of establishing the exact terms regarding closure and use of the sale proceeds of the original Trust Deed. If this is not available, the Board will follow due process in establishing how the proceeds from the sale of the school should be used or distributed. During 2016 £298,960 was received regarding this school and is currently being held as a liability on the balance sheet. Should any other diocesan schools be closed, and the premises be sold, then the Diocesan Board of Education would normally have a claim on some or all of the proceeds.

The Blackburn Diocesan Board of Education

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9 Tangible fixed assets

	Buildings £000	Fixtures, fittings and other equipment £000	Total £000
Cost			
At beginning of year	590	86	676
Additions	26	3	29
At end of year	616	89	705
Depreciation			
At beginning of year	47	53	100
Charge for year	16	9	25
At end of year	63	62	125
Net book value			
At 31 December 2019	553	27	580
At 31 December 2018	543	33	576

10 Investments

	Unlisted securities Central Board of Finance Church of England		
	Investment Fund £000	Fixed interest securities fund £000	Total UK investments £000
Market valuation			
At 31 December 2018	1,067	228	1,295
Increase in market value	189	4	193
Sale of investments	(12)	(17)	(29)
At 31 December 2019	1,244	215	1,459
Historic cost	445	224	669

Included within Total UK Investments is a 17% holding in DBE Services Limited, a non-listed company and a related party. The Board of Education holds 12 shares in DBE Services Limited valued at £12 (2018: £12).

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11 Debtors

	2019 £000	2018 £000
Amounts receivable within one year		
Deferred payments on school building projects	44	11
Deferred Payment Arrangements	33	36
Other debtors	112	114
Loans	1	1
Prepayments	26	30
Accrued income	28	30
Amounts due from Diocesan Board of Finance	38	22
	<hr/>	<hr/>
Debtors: amounts receivable within one year	282	244
	<hr/>	<hr/>
Amounts receivable after more than one year		
Deferred Payment Arrangements	183	213
Loans	14	15
Amount owed from related party (Cidari)	290	320
	<hr/>	<hr/>
Debtors: amounts receivable after more than one year	487	548
	<hr/>	<hr/>

	Instalments due in one year		Instalments payable due in two and five years		Instalments due in five years or more		Total	
	2019 £000	2018 £000	2019 £000	2018 £000	2019 £000	2018 £000	2019 £000	2018 £000
Deferred Payment Arrangements	33	36	89	169	94	44	216	249
Loans	1	1	4	4	10	11	15	16
	<hr/>	<hr/>	<hr/>	<hr/>	<hr/>	<hr/>	<hr/>	<hr/>
Total	34	37	93	173	104	55	231	265
	<hr/>	<hr/>	<hr/>	<hr/>	<hr/>	<hr/>	<hr/>	<hr/>

12 Deposits and cash at bank and in hand

	2019 £000	2018 £000
Bank (Current Account and Deposits)	4,249	3,748
Deposits with Central Board of Finance Church of England	4,161	4,857
	<hr/>	<hr/>
	8,410	8,605
	<hr/>	<hr/>

The Blackburn Diocesan Board of Education

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13 Creditors

	2019 £000	2018 £000
Amounts falling due within one year		
Receipts in advance on behalf of boards of school governors	2,088	2,185
Monies held on behalf of schools in relation to Devolved Formula Capital (DFC)	2,311	1,588
Other creditors	636	624
Accruals	11	13
Deferred income	94	102
Creditors falling due within one year	5,140	4,512
Amounts falling due after more than one year		
Education trust funds	145	647
Defined benefit pension liability	25	78
Creditors falling due after more than one year	170	725
Deferred Income:		
At beginning of year	102	
Recognised in year	(102)	
Deferred income 2019	94	
At end of year	94	

Deferred income is recognised as follows:

	Recognised in one year		Recognisable between two and five years		Recognisable after five years		Total	
	2019 £000	2018 £000	2019 £000	2018 £000	2019 £000	2018 £000	2019 £000	2018 £000
Deferred income	94	102	-	-	-	-	94	102

14 Funds

	Unrestricted				Total
	General fund £000	Designated fund £000	Restricted fund £000	Endowment fund £000	£000
At beginning of year	2,369	3,107	489	66	6,031
Surplus/(deficit) of income over expenditure in the year	(166)	(178)	(15)	-	(359)
Investment gains in the year	181	-	-	12	193
Transfers between funds	203	(192)	(11)	-	-
Actuarial loss on pension scheme	43	-	-	-	43
At end of year	2,630	2,737	463	78	5,908

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The General Fund consists of those amounts available for the general purposes of the charitable company.

	At 1 January 2019 £000	Income £000	Expenditure £000	Net investment gains, losses and transfers £000	At 31 December 2019 £000
Designated funds					
Youth development	159	-	-	(75)	84
Sponsoring academies	400	-	-	(15)	385
Elmslie Fund	476	4	-	(5)	475
New Opportunity Fund	543	-	(168)	-	375
Priest Hutton School House Fund	54	-	-	(54)	-
Kenwyn Ave Fund	166	-	-	(166)	-
Church Workers Pension Deficit	53	-	-	-	53
Clayton House	28	-	-	(26)	2
Admissions & Appeals	301	-	-	(31)	270
Appointments	100	-	-	(10)	90
Vision 2026	400	-	(5)	213	608
Statutory Governance	219	-	-	(23)	196
Schools causing concern	208	-	(9)	-	199
	3,107	4	(182)	(192)	2,737
Restricted funds					
Residential Income Fund	34	3	-	(4)	33
Education Trust Funds	93	-	(44)	-	49
Common Fund	342	11	-	-	353
Other restricted funds	20	32	(17)	(7)	28
	489	46	(61)	(11)	463
Endowment funds					
Residential Endowment Fund	66	-	-	12	78

The specific purposes for which the designated and restricted funds are to be applied is as follows:

The Youth and Chaplaincy fund - for the support of chaplaincy work.

The Academies fund - to support the sponsoring of academies.

The Elmslie fund is used for the work of the youth chaplain at Blackpool St George CE School.

The New Opportunity Fund - for school buildings support.

Priest Hutton School House – for youth and children's work in churches and schools across the diocese.

Proceeds from Kenwyn Ave fund - for support of Youth Chaplaincy work in the Blackpool area.

The Residential Endowment and Income Fund are used to support Youth Work activities.

The Common Fund was set up by schools make voluntary donations to support capital work in schools.

Church workers pension deficit – designated for use against deficits on the defined benefit pension scheme for some employed staff.

Clayton House – balance of funds designated for the accommodation of the head office to be used for final costs and retention following the purchase of the building.

Admissions, Appointments and Appeals – designated to cover the cost of statutory expenditure for where there is no direct source of income.

Educational Trust Fund – the revaluation reserve on funds held in creditors awaiting final decision on ownership of the investment.

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Vision 2026 – a designated fund has been created to enable churches and schools to fund initiatives and projects that seek to deliver the objectives of the diocese vision 2026.

Statutory Governance – this fund is to be used to underwrite the Board of Education's statutory duties for governance in schools.

Schools causing concern – schools falling into difficulty often require financial support and assistance this fund will enable the diocese to work in partnership with local authorities to support schools as they seek to improve.

15 Share capital

The charitable company is limited by guarantee, registered in England and does not have authorised or allotted share capital. The liability of each member of the Board may not exceed £1.

16 Analysis of net assets between funds

	Tangible fixed assets £000	Investments £000	Net current assets £000	Creditors falling due after more than one year £000	Total £000
Unrestricted Funds	580	1,333	3,479	(25)	5,367
Restricted Fund (restricted)	-	48	560	(145)	463
Endowment fund (restricted)	-	78	-	-	78
	<u>580</u>	<u>1,459</u>	<u>4,039</u>	<u>(170)</u>	<u>5,908</u>

17 Commitments

In 2019 the storage building was completed with nothing due as a commitment (2018: £25,082).

18 Related party transactions

The company is related to Blackburn Diocesan Board of Finance Ltd who provides significant funding by way of a grant. At the year end the balance due from this company was £37,694 (2018: £21,673). Grants received in the year from this company amounted to £365,001 (2018: £400,099) and grants paid to this company amounted to £1,746 (2018: £nil). Recharges in the year were £23,678 (2018: £30,405).

The company is related to DBE Services Ltd by virtue of owning 17% of the share capital. There was £3,084 due to DBE Services Ltd (2018: £7,921 due from) at the year end and recharges in the year were £9,392 (2018: £8,926).

The company is related to Cidari Multi-Academy Trust which was set up by both the DBE and DBF to look after Church of England schools converting to academies within the diocese. As at 31 December 2019 £309,608 (2018: £322,108) was due from this company and recharges in the year were £10,421 (2018: £9,780).

19 Financial instruments

	2019 £000	2018 £000
Financial assets measured at fair value	<u>1,459</u>	<u>1,295</u>
Financial assets measured at amortised cost	<u>9,179</u>	<u>9,415</u>
Financial liabilities measured at amortised cost	<u>5,310</u>	<u>5,255</u>
Financial liabilities measured at fair value	<u>-</u>	<u>-</u>

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20 Effect of COVID 19 on Investments and Debtors post year end

	Unlisted securities Central Board of Finance Church of England		
	Investment Fund £000	Fixed interest securities fund £000	Total UK investments £000
Market valuation			
At 31 December 2019	1,244	215	1,459
Increase in market value	(58)	5	(53)
	<hr/>	<hr/>	<hr/>
At trading 13 May 2020	1,186	220	1,406
	<hr/>	<hr/>	<hr/>

The investments of the company have suffered a post balance sheet reduction in value of £53,000 following the Covid 19 pandemics initial effect on the economy.

The Directors do not consider that the debtors have any less recoverability due to the pandemic.

The Blackburn Diocesan Board of Education

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21 Prior year comparative Statement of Financial Activities

	Unrestricted				2018
	General Fund £000	Designated Fund £000	Restricted Funds £000	Endowment Funds £000	Total £000
Income and endowments from:					
Donations and legacies	400	-	34	-	434
Charitable activities	540	-	-	-	540
Other trading activities	2	-	-	-	2
Investments	168	2	3	-	173
Total	1,110	2	37	-	1,149
Expenditure on:					
Raising funds	11	-	-	-	11
Charitable activities	1,226	57	2	-	1,285
Total	1,237	57	2	-	1,296
Net income/(expenditure) before Investment gains	(127)	(55)	35	-	(147)
Net gains/(losses) on investments	(24)	-	(2)	(1)	(27)
Net income/(expenditure)	(151)	(55)	33	(1)	(174)
Transfer between funds	(713)	713	-	-	-
Actuarial (losses) on defined benefit pension schemes	(48)	-	-	-	(48)
Net movement in funds	(912)	658	33	(1)	(222)
Total funds brought forward	3,281	2,449	456	67	6,253
Total funds carried forward	2,369	3,107	489	66	6,031

22 Prior year Fund Raising Costs

	Activities undertaken directly £000	Grant funding of activities £000	Support costs £000	Total 2018 £000	Total 2017 £000
Generating voluntary income	7	-	2	9	12
Fundraising trading	2	-	-	2	2
Total Fund-Raising Costs	9	-	2	11	14

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23 Prior year Charitable Activities

Activity or Programme	Activities undertaken directly £000	Grant funding of activities £000	Support costs £000	Total 2018 £000	Total 2017 £000
Cost of charitable activities:					
<i>School and governor support</i>	355	-	106	461	448
<i>Higher and further education</i>	134	1	40	175	171
<i>Children's work</i>	71	-	21	92	106
<i>Resources centre</i>	-	-	-	-	5
<i>Youth work</i>	229	-	68	297	357
<i>Youth work – designated</i>	-	-	-	-	2
<i>Schools work - designated</i>	-	57	-	57	-
<i>School buildings support</i>	155	2	46	203	92
<i>Debt provision Bretherton</i>	-	-	-	-	16
<i>Debt provisions*</i>	-	-	-	-	(460)
Charitable activities subtotal	944	60	281	1,285	737

* During the year there was a release of a bad debt provision regarding an old school site.

24 Prior year Funds

	Unrestricted				Total
	General fund £000	Designated fund £000	Restricted fund £000	Endowment fund £000	£000
At beginning of year	3,281	2,449	456	67	6,253
Surplus/(deficit) of income over expenditure in the year	(127)	(55)	35	-	(147)
Investment gains in the year	(24)	-	(2)	(1)	(27)
Transfers between funds	(713)	713	-	-	-
Actuarial loss on pension scheme	(48)	-	-	-	(48)
At end of year	2,369	3,107	489	66	6,031

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The General Fund consists of those amounts available for the general purposes of the charitable company.

	At 1 January 2018 £000	Income £000	Expenditure £000	Net investment gains, losses and transfers £000	At 31 December 2018 £000
Designated funds					
Youth and Chaplaincy	208	-	-	(49)	159
Sponsoring academies	400	-	-	-	400
Elmslie Fund	493	2	-	(19)	476
New Opportunity Fund	545	-	(2)	-	543
Priest Hutton School House Fund	78	-	(24)	-	54
Kenwyn Ave Fund	166	-	-	-	166
Church Workers Pension Deficit	80	-	-	(27)	53
Clayton House	38	-	-	(10)	28
Admissions & Appeals	331	-	-	(30)	301
Appointments & Appeals	110	-	-	(10)	100
Vision 2026	-	-	-	400	400
Statutory Governance	-	-	-	219	219
Schools causing concern	-	-	(31)	239	208
	<u>2,449</u>	<u>2</u>	<u>(57)</u>	<u>713</u>	<u>3,107</u>
Restricted funds					
Residential Income Fund	33	1	-	-	34
Education Trust Funds	95	2	(2)	(2)	93
Common Fund	328	14	-	-	342
Other restricted funds	-	20	-	-	20
	<u>456</u>	<u>37</u>	<u>(2)</u>	<u>(2)</u>	<u>409</u>
Endowment funds					
Residential Endowment Fund	67	-	-	(1)	66

25 Prior year Analysis of net assets between funds

	Tangible fixed assets £000	Investments £000	Net current assets £000	Creditors falling due after more than one year £000	Total £000
Unrestricted Funds	576	1,152	3,826	(78)	5,476
Restricted Fund (restricted)	-	77	1,059	(647)	489
Endowment fund (restricted)	-	66	-	-	66
	<u>576</u>	<u>1,295</u>	<u>4,885</u>	<u>(725)</u>	<u>6,031</u>