Gloucester Diocesan Board of Education

incorporating Bishop Headlam Fund

and Voluntary Schools Fund

Annual Report & Accounts

2025

Board of Trustees

Ex-officio (as Diocesan Bishop)

The Rt Revd Rachel Treweek

Diocesan Bishop's Appointment

The Rt Revd Robert Wilfred Springett (resigned 30/09/2025) (Chair)

The Ven. Katrina Ruth Goldie Scott (appointed 30/09/2025) (Chair)

Elected by Diocesan Synod

Dr Joan Margaret Grills (Vice-Chair)

Canon Dr Matthew Paul Andrews (resigned 30/09/2025)

The Revd Rachel Gillian Beck (resigned 12/07/2025)

Canon Rachel Elizabeth Howie

Mr Barry Crawford McMaster (elected 04/10/2025)

Mr Jonathon Paul Millin

Mr Ian Bradley Moore

Mrs Susan Elizabeth Padfield

Mrs Bernice Tricia Webber-Brown

Co-opted

Mr Julian Thornton Grail (appointed 30/09/2025)

Mrs Emma Joanne Mignaud

Mr Guy Rees Phillips

The Revd Alice Jaye Wood

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Bankers

Barclays Bank plc

18 Southgate Street

Gloucester GL1 2DH

Auditors

HaysMac LLP

10 Queen Street Place

London

EC4R 1AG

Registered Office and Operational Address

Church House

5 Denmark Road

Gloucester GL1 3HW

Investment Managers

CCLA Investment Management Ltd

80 Cheapside

London EC2V 6DZ

Registered charity number 1199117

Trustees' Report

for the year ended 31 December 2025

The trustees present their report and financial statements for the year ended 31 December 2025 and confirm the financial statements comply with current statutory requirements, the charity's governing document, the Statement of Recommended Practice: Accounting and Reporting by Charities (Charities SORP (FRS 102)) and the Financial Reporting Standard 102 applicable in the United Kingdom and Republic of Ireland (UK Generally Accepted Practice) and the Charities Act 2011.

Objects, Strategies and Activities

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

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

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

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

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

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

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

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

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

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

Trustees' Report

for the year ended 31 December 2025

Schools

The GDBE has oversight of 116 Church of England schools in the Diocese, one of which is a secondary academy and the remainder primary (including infant and junior) schools. The Diocese of Gloucester family of schools spans two local authorities (Gloucestershire and South Gloucestershire). There are a variety of schools across the Diocese, including small rural primary schools with mixed-age classes, large city schools, schools with attached nursery provision and wrap-around care, as well as All Saints' Academy (secondary). 64 schools are maintained by the local authorities and are designated either voluntary aided or voluntary controlled. Some of these schools have entered into formal federation arrangements. The remaining schools are part of multi-academy trusts. The multi-academy trusts currently containing GDBE schools are the Diocesan MAT: the Diocese of Gloucester Academies Trust (DGAT); Corinium Education Trust (CET); North Cotswold Schools Federation Multi-Academy Trust (NCSF MAT); Primary QuEST (PQ); and the Severn Federation Academy Trust (SFAT).

Key Priority Foci in 2025

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

- Beginning in September 2025, conduct a systematic review, including stakeholder consultation, of the vision and priorities of the GDBE, within the scope of its charitable objects, to inform the development of a sustainably resourced strategic plan for the delivery of its objects over the next 3-5 years.
- Support for the development of the multi-academy trust (MAT) landscape in the Diocese and for schools seeking to find a good home within a MAT that will uphold and continue to develop their distinctively Christian flourishing.
- Monitoring and supporting the Christian distinctiveness of Church schools and their preparation for SIAMS inspections
- Strengthening and supporting governance in our Church schools through the provision of guidance, training, support and clarification of criteria for appointment and expectations of foundation governors, including substitute ex-officio foundation governors.
- Developing vision and leadership within our Church schools, including provision of pastoral support for leaders and governors
- Supporting and facilitating carbon net zero strategy and action
- Support for RE, collective worship and spirituality

Achievements and Performance

The GDBE was established as a CIO in 2022, with clear governance and committee structures. A new Diocesan Director of Education was appointed, in September 2023, with a clear mandate for strategic development of the work of the GDBE.

The CIO employs staff to support schools in their maintenance and building projects. During 2025 the GDBE has continued to provide a high level of support to schools in this area.

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

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

Trustees' Report

for the year ended 31 December 2025

Achievements and Performance (continued)

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

Public Benefit Statement

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

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

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

Financial Performance

Financial Review

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

The explanations below are based on the Statement of Financial Activity and Balance sheet as set out on pages 13 and 14.

Total income in the year was £507,153 (2024: £522,993) showing a decrease of 3%. Total grants and donations received were £191,650 (2024: £178,752) of which £126,988 was a grant from the GDBF (2024: £123,050). The Foundation of St Matthias and the Sylvanus Lysons Charity have continued to support the GDBE. Charitable expenditure on school, governor and buildings support decreased slightly from £535,436 in 2024 to £533,464 in 2025 (note 6). The board is continuing to explore other sources of income and achieve efficiencies to reduce costs. After charitable expenditure and unrealised losses on investments of £252,667, the net income for the year was a deficit of £348,101 (2024: surplus of £126,894, after unrealised gains of £341,625). The net unrestricted income in 2025 was £nil (2024: surplus of £nil). In order to achieve this result the GDBE relied on a £116,568 transfer from the BHF income fund (2024: £64,726).

Trustees' Report

for the year ended 31 December 2025

Financial Review (continued)

The annual grant from the Gloucester Diocesan Board of Finance (GDBF) is agreed in advance and approved by the Diocesan Synod. A grant of service is provided in addition to cash for the provision of finance and HR support.

The GDBF has agreed an annual grant of £130,920 for 2026 to assist with the ongoing costs of the charity.

Net assets at 31 December 2025 are £6,693,565 (2024: net assets of £7,041,666).

The board acknowledges the GDBE's present financial position is reliant on the BHF Income Fund (£117k in 2025, over and above the BHF's current year surplus of £62k) and that this model is not sustainable in the long term. The board recognises that for its continued ability to be sufficiently resourced to fulfil the DBE Measure and support the flourishing of its Church schools, the GDBE needs to steward its capital wisely to preserve future investment income. The GDBE will engage over the next 12 months in a strategic review of its core purposes against the DBE Measure and the LIFE Together vision of the diocese, which will inform budgeted cost management and income generation plans that will enable a managed transition to long-term sustainable in-year balanced budgets in future years.

Reserves Policy

Having considered financial risk, liquidity requirement and the timing of cash flows throughout the year, the board's policy is to aim to hold reserves equivalent to three months' budgeted unrestricted expenditure for the year (2025: £134k). At the year end, the GDBE had £nil (2024: £nil) unrestricted reserves, and the board is working on a strategy to start building these reserves.

Going Concern

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

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

Risk Management

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

Principal Risks and Uncertainties

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

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

- Close liaison with Diocesan Board of Finance

Trustees' Report

for the year ended 31 December 2025

Principal Risks and Uncertainties (continued)

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

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

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

Changes to level of income receivable: grants, investments etc

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

Future Plans

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

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

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

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

Structure, Governance and Management

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

Trustees' Report

for the year ended 31 December 2025

Structure, Governance and Management (continued)

Organisation

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

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

Trustees and Method of Appointment

The trustees of the GDBE are:

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

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

Induction and Training

New trustees shall undergo, within the first year from date of appointment, a comprehensive period of orientation and induction with the Chair of Trustees and other members of the board, and as appropriate officers within the Education Team and/or external training providers, to ensure their understanding of their legal obligations under charity and company law; role and responsibilities; and vision, strategy and support as well as an overview of how the GDBE fits in with the other entities within the Diocese.

Organisational Structure and Decision-Making

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

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

Jane Borgeaud Diocesan Director of Education

Remuneration of Key Management Personnel

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

Custodian Trustee

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

Trustees' Report

for the year ended 31 December 2025

Trustees' Responsibilities in Respect of the Financial Statements

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

The law applicable to charities in England and Wales requires the trustees to prepare financial statements for each financial year, which give a true and fair view of the state of affairs of the charity and of the income and expenditure for that period. In preparing those financial statements the trustees are required to:

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

The trustees are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the charity and which enable them to ensure that the financial statements comply with the Charities Act 2011, the Charity (Accounts and Reports) Regulations 2008 and the provisions of the trust deed/constitution. The trustees are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

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

The trustees' report was approved by the board of trustees on

8th July 2026

The Ven. Katrina Ruth Goldie Scott
Chair, Gloucester Diocesan Board of Education

Independent Auditors' Report

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

Opinion

We have audited the financial statements of the Gloucester Diocesan Board of Education for the year ended 31 December 2025 which comprise the Statement of Financial Activities, the Balance Sheet and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- give a true and fair view of the state of the charity's affairs as at 31 December 2025 and of the charity's net movement in funds for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice;
- have been prepared in accordance with the requirements of the Charities Act 2011.

Basis for opinion

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

Conclusions relating to going concern

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

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

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

Other information

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

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

Independent Auditors' Report

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

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

Matters on which we are required to report by exception

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

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

Responsibilities of trustees for the financial statements

As explained more fully in the trustees' responsibilities statement set out on page 9, the trustees are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

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

Auditors' responsibilities for the audit of the financial statements

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

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

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

Independent Auditors' Report

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

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

Audit procedures performed by the engagement team included:

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

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

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

Use of our report

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

HaysMac LLP

HaysMac LLP
Statutory Auditors

10 Queen Street Place
London
EC4R 1AG

Date: 19 August 2026

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

Statement of Financial Activities

for the year ended 31 December 2025

	Notes	Unrestricted funds	Restricted funds	Total 2025	*Total 2024*
Income & endowments from		£	£	**£**	**£**
Donations and grants	*2*	184,588	7,062	**191,650**	*178,752*
Charitable activities	*3*	22,306	70,158	**92,464**	*90,171*
Investments	*4*	-	223,039	**223,039**	*243,970*
Other income	*5*	-	-	**-**	*10,100*
Total		**206,894**	**300,259**	**507,153**	522,993
Expenditure on					
Charitable activities	*6-7*	533,464	69,123	**602,587**	*737,724*
Total		**533,464**	**69,123**	**602,587**	*737,724*
Net (expenditure)/income before investment gains		**(326,570)**	**231,136**	**(95,434)**	*(214,731)*
Net gains on investments		-	(252,667)	**(252,667)**	*341,625*
Net (expenditure)/income		**(326,570)**	**(21,531)**	**(348,101)**	*126,894*
Introduction of linked charities funds					
- *Voluntary Schools Fund*		-	-	**-**	*4,577,833*
- *Bishop Headlam Fund*		-	-	**-**	*2,356,218*
Transfers between funds	*16*	326,570	(326,570)	**-**	-
Net movement in funds		**-**	**(348,101)**	**(348,101)**	*7,060,945*
Total funds brought forward		-	7,041,666	**7,041,666**	*(19,279)*
Total funds carried forward		**-**	**6,693,565**	**6,693,565**	*7,041,666*

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

Full comparatives for the year to 31 December 2024 are shown in note 18.

The notes on pages 15 to 31 form part of these financial statements.

Balance Sheet

as at 31 December 2025

	Notes	2025 £	2024 £
Tangible assets	10	**266,039**	274,755
Investments	11	**6,461,313**	6,653,825
Fixed Assets		**6,727,352**	6,928,580
Debtors: amounts falling due within one year	12	**83,338**	72,582
Cash at bank and in hand		**1,543,949**	1,271,248
Current Assets		**1,627,287**	1,343,830
Creditors: amounts falling due within one year	13	**(1,661,074)**	(1,230,744)
Net Current Assets/(Liabilities) *(Current assets less creditors <1 year)*		**(33,787)**	113,086
Total Assets less current liabilities		**6,693,565**	7,041,666
Restricted funds	16	6,693,565	7,041,666
Unrestricted funds	16	-	-
Reserves		**6,693,565**	7,041,666

Approved by the Board of Trustees on 8th July 2026 .....2026 and signed on its behalf by

The Ven. Katrina Ruth Goldie Scott
Chair, Gloucester Diocesan Board of Education

Charity number: 1199117

The notes on pages 15 to 31 form part of these financial statements.

Notes to the Financial Statements

for the year ended 31 December 2025

Note 1

Accounting Policies

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

Basis of Preparation

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

The Charity and its linked entities ('The Charity') are public benefit entities for the purposes of FRS 102 and, therefore, the Charity also prepared its financial statements in accordance with the Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (The FRS 102 Charities SORP including update Bulletin 2) and the Charities Act 2011.

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

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

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

Income

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

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

Grant from Gloucester Diocesan Board of Finance

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

Expenditure

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

Notes to the Financial Statements

for the year ended 31 December 2025

Note 1
Accounting Policies (continued)

Expenditure (continued)

Exemptions to this are as follows:

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

Going Concern

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

Depreciation

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

Tangible Fixed Assets

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

Fixed Asset Investments

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

Financial Instruments

The Charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of bank loans which are subsequently measured at amortised cost using the effective interest method.

Notes to the Financial Statements

for the year ended 31 December 2025

Note 1
Accounting Policies (continued)

Pension Costs

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

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

Judgements and Key Sources of Estimation Uncertainty

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

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

Debtors

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

Creditors

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

Notes to the Financial Statements

for the year ended 31 December 2025

Note 2

Donations and Grants	*Unrestricted*	*Restricted*	Total 2025	*Total 2024*
	£	£	£	£
Diocesan Board of Finance grant	126,988	-	126,988	*123,050*
St Matthias Trust grant	57,600	-	57,600	*50,000*
Sylvanus Lysons grant	-	7,000	7,000	5,600
Other donations	-	62	62	102
Grants and donations	**184,588**	**7,062**	**191,650**	*178,752*

Note 3

Charitable Activities	*Unrestricted*	*Restricted*	Total 2025	*Total 2024*
	£	£	£	£
Rents receivable	-	70,158	70,158	*69,002*
Training and courses	22,306	-	22,306	21,169
Total	**22,306**	**70,158**	**92,464**	*90,171*

Note 4
Investments

	Total 2025	*Total 2024*
	£	£
Income from fixed asset investments	193,252	*222,066*
Solar panel income	29,787	21,904
Investments	**223,039**	*243,970*

All investment income in 2024 and 2025 relates to restricted funds.

Notes to the Financial Statements

for the year ended 31 December 2025

Note 5

Other Income

	2025	*2024*
	£	*£*
Employment allowance	-	*10,000*
Miscellaneous income	-	*100*
Other	**-**	*10,100*

All other income in 2024 and 2025 relates to unrestricted funds.

Note 6

Charitable Activities

	Unrestricted	*Restricted*	2025	*2024*
	£	£		
School and governor support	404,680	7,000	411,680	418,133
School buildings support	128,784	-	128,784	*122,903*
Charitable activities of Bishop Headlam Fund	-	3,096	3,096	*3,000*
Charitable activities of Voluntary Schools Fund	-	59,027	59,027	*193,688*
	533,464	**69,123**	**602,587**	***737,724***

Notes to the Financial Statements

for the year ended 31 December 2025

Note 6 (continued) **Charitable Activities** ***Comparative analysis for 2024***	*Unrestricted*	*Restricted*	*2024*
	£	£	£
School and governor support	412,533	5,600	418,133
School buildings support	122,903	-	122,903
Charitable activities of Bishop Headlam Fund	-	3,000	3,000
Charitable activities of Voluntary Schools Fund	-	193,688	193,688
	535,436	202,288	737,724

Note 7 **Analysis of Support Costs**	*Unrestricted*	*Restricted*	*2025*	*2024*
	£	£	£	£
Central administration	503,926	47,588	551,514	706,593
Governance:			-	
Audit	13,140	7,740	20,880	19,794
Professional fees	16,397	13,796	30,193	11,337
Total	**533,463**	**69,124**	**602,587**	**737,724**

Analysis of Support Costs ***Comparative analysis for 2024***	*Unrestricted*	*Restricted*	*2024*
	£	£	£
Central administration	510,179	196,414	706,593
Governance:			
Audit	13,920	5,874	19,794
Professional fees	11,337	-	11,337
Total	**535,436**	**202,288**	**737,724**

Notes to the Financial Statements

for the year ended 31 December 2025

Note 8 **Net movement in funds is stated after charging:**	**2025**	*2024*
	£	£
Amortisation	8,715	*8,715*
Impairment of fixed assets	-	*182,575*
Auditors' remuneration - audit	20,880	*19,794*

Note 9 **Staff Costs**	**2025**	*2024*
Costs of employees	£	*£*
Salaries	363,784	*363,360*
Social security costs	36,191	*40,102*
Pension costs	59,083	*59,603*
Total	**459,058**	*463,065*

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

	2025 No.	*2024* *No.*
Employees earning between £70,001 and £80,000	1	1

	2025 No.	*2024* *No.*
The average number of employees was:	8	*8*

The employer's pension contribution for staff earning over £60,000 was £7,740 (2024: £7,500).

The Charity considers its key management personnel comprises the trustees and the Director of Education. The total employment benefits including pension contributions of the key management personnel were £95,641 (2024: £91,595) for the year.

Notes to the Financial Statements

for the year ended 31 December 2025

Note 9
Staff Costs (continued)

No trustee received any remuneration for services as a trustee. the trustees received travelling and out of pocket expenses, totalling nil (2024 - £178).

Note 10 **Tangible Fixed Assets**	*Freehold Property*	*Solar Panels*	**Total**
Cost or valuation:	£	£	£
At 1 January 2025	351,575	217,872	569,447
At 31 December 2025	351,575	217,872	569,447
Depreciation and impairments:			
At 1 January 2025	182,575	112,117	294,692
Depreciation	-	8,716	8,716
At 31 December 2025	182,575	120,833	303,408
Net book value:			
At 1 January 2025	169,000	105,755	274,755
At 31 December 2025	**169,000**	**97,039**	**266,039**

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

Notes to the Financial Statements

for the year ended 31 December 2025

Note 11 **Fixed Asset Investments**	*Solar panels* £	*Investment properties* £	*Other investm'ts* £	**2025** £	*2024* £
Market value at 31 December 2024	-	370,000	6,283,825	6,653,825	*7,102,892*
Additions	-	-	60,155	60,155	*58,750*
Disposals	-	-	-	-	*(703,835)*
Amortisation	-	-	-	-	*(8,715)*
Transfers	-	-	-	-	*(105,755)*
Unrealised investment (losses)/ gains	-	-	(252,667)	(252,667)	*310,488*
Market value at 31 December 2025	**-**	**370,000**	**6,091,313**	**6,461,313**	*6,653,825*
Historic cost at 31 December 2025	-	*115,515*	*2,527,759*	2,643,274	*2,583,119*
Gains on investment assets					
Unrealised (losses)/ gains (as above)	-	-	(252,667)	(252,667)	*310,488*
Realised gains	-	-	-	-	*31,137*
Total investment gains	**-**	**-**	**(252,667)**	**(252,667)**	*341,625*

Notes to the Financial Statements

for the year ended 31 December 2025

Note 11
Fixed Asset Investments (continued)

Investments comprise:	2025 £	2024 £
(i) Listed investments (equities)		
UK investments	556,746	574,342
Non-UK investments	3,841,182	3,997,770
Listed Investments total	**4,397,928**	4,572,112
(ii) Unlisted investments		
Property and other	1,540,493	1,607,402
Cash	152,892	104,311
Unlisted Investments total	**1,693,385**	1,711,713
Investments total	**6,091,313**	6,283,825

The allocation in (i) represents the allocation of the CCLA-managed Investment Fund at 31 December 2025.

Note 12
Debtors

	Due within one year	
	2025 £	2024 £
Trade debtors	25,916	15,946
Prepayments and sundry debtors	49,791	36,491
Owing from the Gloucester Diocesan Board of Finance	7,631	20,145
Total	**83,338**	72,582

Notes to the Financial Statements

for the year ended 31 December 2025

Note 13
Creditors

	Due within one year	
	2025	*2024*
	£	*£*
Trade creditors	20,911	*2,260*
Accruals and deferred income	23,359	*27,523*
Other creditors	1,616,804	*1,200,961*
Total	**1,661,074**	*1,230,744*

Included within other creditors is VASCA funding where the GDBE acts as an agent for the funds received from the Department for Education, breakdown as follows:

	2025	2024
	£	£
Opening Creditor	357,183	619,356
Income from DfE	834,928	432,460
Expenditure	(498,859)	(694,633)
Closing Creditor	693,252	357,183
Unallocated Funds	401,748	120,865

Note 14
Related Parties

The Gloucester Diocesan Board of Finance (GDBF) and the Gloucester Board of Education (GBDE) are separate charitable entities. The charity's Trustees are appointed by the Diocesan Synod and Diocesan Bishop (one trustee currently the Ven Katrina Scott, Archdeacon of Cheltenham) and operate independently of GDBF and GBDE. Neither organisation exercises control over the charity and neither is a parent or subsidiary undertaking. However, due to the presence of common trustees on the governing bodies of the entities, GDBF and GBDE are regarded as related parties for disclosure purposes.

The Gloucester Diocesan Board of Finance (GDBF) provides financial support to GDBE in the form of grants and a service level agreement. GDBF acts as a conduit in respect of VSF's solar panel income. During the year GDBF paid grants of £126,988 (2024: £123,050) to GDBE. At 31 December 2025, GDBE owed £899 to GDBF (2024: GDBE was owed £3,210 from GDBF). At 31 December 2025 VSF was owed £17,790 from GDBF (2024: £16,935).

From 1 January 2023 to 3 July 2023 the GDBE, Voluntary Schools Fund (VSF) and Bishop Headlam Fund (BHF) were related parties by virtue of having the same board of trustees. On 4 July 2023 VSF and BHF became wholly owned subsidiaries as the GDBE was appointed as sole trustee. On 5 March 2024 the Charity Commission approved a linking order for VSF and BHF to the GDBE. The transactions and balances for these entities for the year ended 31 December 2025 are included in these accounts. VSF's linked charity number is 1199117-1 and BHF's is 1199117-2.

Notes to the Financial Statements

for the year ended 31 December 2025

Note 15

Analysis of net assets by fund:

Summary	Unrestricted	Restricted	**Total**
Funds at 31 December 2025 are represented by:	£	£	£
Tangible fixed assets	-	266,039	266,039
Fixed asset investments	-	6,461,313	6,461,313
Debtors	41,100	42,238	83,338
Cash	54,646	1,489,303	1,543,949
Creditors	(95,746)	(1,565,328)	(1,661,074)
Total	-	6,693,565	**6,693,565**
Funds include the following unrealised gains on investments:			
Unrealised gains at 1 January 2025	-	4,070,706	4,070,706
Net gains on revaluation in year	-	(252,667)	(252,667)
Unrealised gains at 31 December 2025	-	3,818,039	**3,818,039**

Notes to the Financial Statements

for the year ended 31 December 2025

Note 15 (continued)

Comparative analysis of net assets by fund:

Summary	Unrestricted	Restricted	*Total*
Funds at 31 December 2024 are represented by:	£	£	£
Tangible fixed assets	-	*274,755*	*274,755*
Fixed asset investments	-	*6,653,825*	*6,653,825*
Debtors	*28,270*	*44,312*	*72,582*
Cash	*3,060*	*1,268,188*	*1,271,248*
Creditors	*(31,330)*	*(1,199,414)*	*(1,230,744)*
Total	-	*7,041,666*	***7,041,666***

Note 16 **Funds**	*Balance at 01-Jan-25* £	*Income* £	*Expenditure* £	*Net gains/(losses) on assets* £	*Transfers* £	**Balance at 31 Dec 25** £
Unrestricted Fund						
GDBE Unrestricted	-	206,894	(533,464)	-	326,570	-
Total Unrestricted Fund	**-**	**206,894**	**(533,464)**	**-**	**326,570**	**-**

The transfer of £326,570 is made up of a grant from the BHF of £179,018 and a grant from the VSF of £147,552.

Notes to the Financial Statements

for the year ended 31 December 2025

Note 16 **Funds (continued)**	*Balance at 1 Jan 25* £	*Income* £	*Expenditure* £	*Net gains/(losses) on assets* £	*Transfers* £	**Balance at 31 Dec 25** £
Restricted Fund						
GDBE Restricted *School leavers' services*	-	7,000	(7,000)	-	-	-
GDBE Restricted *Environmental income*	102	62	-	-	-	164
BHF Restricted *Capital*	1,407,183	-	-	(82,537)	-	1,324,646
BHF Restricted *Income*	941,098	65,546	(3,096)	-	(179,018)	824,530
VSF Restricted *Capital*	4,669,399	29,787	(8,715)	(170,130)	-	4,520,341
VSF Restricted *Income*	23,884	197,864	(50,312)	-	(147,552)	23,884
Total Restricted Funds at 31 Dec 2025	**7,041,666**	**300,259**	**(69,123)**	**(252,667)**	**(326,570)**	**6,693,565**

The grant from the BHF of £179,018 is comprised of £62,450 (out of the current year surplus) and £116,568 (out of the remainder of the £1m that was transferred during 2024 from the BHF Capital Fund into the BHF Income Fund).

The restricted funds in the GDBE arose from a grant application for holding crosses for school leavers' services (£7,000) .

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

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

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

Notes to the Financial Statements

for the year ended 31 December 2025

Note 16 Funds (continued)

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

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

During the year £147,552 (2024: £212,484) was transferred from the VSF Restricted Income Fund to the GDBE Unrestricted Fund and £179,018 (2024: £137,912) was transferred from the BHF Restricted Income Fund to the GDBE Unrestricted Fund.

Comparative funds	*Balance at 01-Jan-24* £	*Income* £	*Expenditure* £	*Net gains/(losses) on assets* £	*Transfers* £	**Balance at 31 Dec 24** £
Unrestricted Fund						
GDBE Unrestricted	*(19,279)*	***204,319***	*(535,436)*	-	*350,396*	-
Total Funds at 31 Dec 2024	***(19,279)***	***204,319***	***(535,436)***	**-**	***350,396***	**-**

Comparative funds	*Balance at 01-Jan-24* £	*Income* £	*Expenditure* £	*Net gains/(losses) on assets* £	*Transfers* £	**Balance at 31 Dec 24** £
Restricted Fund						
GDBE Restricted *School leavers' services*	-	***5,600***	*(5,600)*	-	-	-
GDBE Restricted *Environmental income*	-	***102***	-	-	-	*102*
BHF Restricted *Capital*	*2,350,394*	-	-	*56,789*	*(1,000,000)*	*1,407,183*
BHF Restricted *Income*	*5,824*	***76,186***	*(3,000)*	-	*862,088*	*941,098*
VSF Restricted *Capital*	*4,553,949*	***21,904***	*(191,290)*	*284,836*	-	*4,669,399*
VSF Restricted *Income*	*23,884*	***214,882***	*(2,398)*	-	*(212,484)*	*23,884*
Total Funds at 31 Dec 2024	***6,934,051***	***318,674***	***(202,288)***	***341,625***	***(350,396)***	***7,041,666***

Note 17
Pensions

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

Notes to the Financial Statements

for the year ended 31 December 2025

Note 17 (continued)
Pensions

CWPF has two sections:

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

Pension Builder Scheme
Both sections are classed as defined benefit schemes.

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

Pension Builder 2014 is a cash balance scheme that provides a lump sum which members use to provide benefits at retirement. Pension contributions are recorded in an account for each member. Discretionary bonuses may be added before retirement, depending on investment returns and other factors. The account, plus any bonuses declared is payable, unreduced, from age 65.
There is no sub-division of assets between employers in each section of the Pension Builder Scheme.

The scheme is considered to be a multi-employer scheme as described in Section 28 of FRS 102. This is because it is not possible to attribute the Pension Builder Scheme's assets and liabilities to specific employers and means that contributions are accounted for as if the Scheme were a defined contribution scheme. The pensions costs charged to the SoFA in the year are the contributions payable (2025: £59,083, 2024: £59,603).

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

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

The next valuation is due as at 31 December 2025.

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

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

Notes to the Financial Statements

for the year ended 31 December 2025

Note 18
Prior Year Comparative SoFA

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