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Registered number: 00480293
Charity number: 528076

Newcastle Diocesan Education Board

(A company limited by guarantee)

Annual report

31 December 2025

Docusign Envelope ID: DBD69A16-8923-8338-837E-FB52209FAC39

Newcastle Diocesan Education Board

(A company limited by guarantee)

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Newcastle Diocesan Education Board

(A company limited by guarantee)

Reference and administrative details
Year ended 31 December 2025

Directors	Ex Officio The Bishop of Newcastle - Bishop Helen-Ann Hartley Revd Gill Alexander (Resigned 31 December 2025) The Very Reverend Lee Batson, Vice Chair David Mckenzie (Appointed 1 January 2026) Dr Revd Sarah Moon (appointed 1 January 2026) Ms B Fryer (appointed 1 January 2025) Mr A Hardie (appointed 1 January 2025) Professor Gary Holmes Reverend J Lacey (appointed 1 January 2025) Reverend S Lockhead (appointed 1 January 2025) Ms K Massey (appointed 1 January 2025) Carolyn Roberts MBE, Chair (appointed 1 January 2026) Reverend P H Pearson (appointed 1 January 2026) Mr R Restall Ms R Simpson (appointed 1 January 2025)
Company registered number	00480293
Charity registered number	528076
Registered office	Church House St John's Terrace Percy Main North Shields Tyne & Wear NE29 6HS
Company secretary	Mr D Akers (appointed 1 January 2025)
Bankers	Barclays Bank PLC
Solicitors	Muckle LLP

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Newcastle Diocesan Education Board

(A company limited by guarantee)

Directors' report
Year ended 31 December 2025

The directors present their annual report together with the unaudited financial statements of the Newcastle Diocesan Education Board ("NDEB / the charity") for the year 1 January 2025 to 31 December 2025. The annual report serves the purposes of both a trustees' report and a directors' report under company law. The directors confirm that the annual report and financial statements of the charitable company comply with the current statutory requirements, the requirements of the charitable company's governing document and the provisions of the Statement of Recommended Practice (SORP) applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102) (effective 1 January 2019).

Since the charity qualifies as small under section 382 of the Companies Act 2006, the strategic report required of medium and large companies under the Companies Act 2006 (Strategic Report and Directors' Report) Regulations 2013 has been omitted.

Vision statement

The Diocese of Newcastle works together in education with the Durham Diocese and is committed to the flourishing of all children and young people and the part that education plays in achieving this.

We wish to offer the highest quality of education across the North East to ensure each and every child achieves their full potential across all areas of the curriculum whilst having a lively engagement with the Christian faith within the setting of a Christian community.

We wish to ensure clergy are fully equipped to serve their local schools, that the church appoints skilled governors who are able to ensure the school does the very best it can and that all staff flourish and develop to their fullest potential.

Legal objects

a. Policies and objectives

NDEB aims to promote, facilitate and assist the work and purposes of the Church of England in education across the Diocese of Newcastle and elsewhere. NDEB's principal objects, set out in the Diocesan Boards of Education Measure, are:

- The promotion of education in the Diocese, consistent with the faith and practice of the Church of England.
- The promotion of religious education and religious worship in (all) schools.
- The promotion of Church schools in the Diocese and provision of advice to their Governors.
- The promotion of co-operation between the Board and bodies concerned in any respect with education in the Diocese.

The NDEB Articles were updated by special resolution of the Members in December 2021 (effective from 4th March 2022 following Charity Commission consent) to reflect the Diocesan Boards of Education Measure 2021 and additional objects to those above set out in the new Articles are:-

- To promote or assist in the promotion of children and youth work in the Diocese that is consistent with the faith and practice of the Church,
- To promote co-operation between itself and other persons concerned with children and youth work in the Diocese, and
- To carry out the functions assigned to the Charity by the Measure.

As far as schools are concerned NDEB is mainly concerned with matters to do with Church of England schools, but as part of the established Church, and its duty to promote education and co-operation between bodies involved in education it also seeks to contribute where it can to the development of all schools especially, but not only, in matters of religious education and collective worship.

The company was formed to provide support for the 49 Church of England schools across the Diocese.

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Legal objects (continued)

The strategic priorities of the company are established by NDEB in communication with Diocesan Synod, Deanery Synod, and the Bishop of Newcastle. To this end, significant time and effort is committed to communication between and with these bodies, as well as the National Church of England Education Office.

NDEB's strategy for achieving its objectives is to develop financial structures to enable it to provide enough staff and resources to support the Church of England schools in the Diocese. To assist with this NDEB offers a Partnering Agreement (PA) to Church of England schools in the Diocese.

The directors are aware of the Charity Commission's guidance on public benefit in The Advancement of Religion for the Public Benefit and have had regard to it in their administration of NDEB. The directors believe that, by promoting the work of the Church of England in the Diocese of Newcastle, NDEB helps to promote the whole mission of the Church (pastoral, evangelistic, social and ecumenical) more effectively, both in the Diocese as a whole and in its individual parishes and schools, and that in doing so it provides a benefit to the public by:

- Providing facilities for public worship, pastoral care and spiritual, moral and intellectual development, both for its members and for anyone who wishes to benefit from what the Church offers; and
- Promoting Christian values, and service by members of the Church in and to their communities, to the benefit of individuals and society as a whole; and
- Providing a service to the whole community, not just the Christian constituency. All children are welcome in the Church of England schools in the diocese, including children of all faiths and none; and
- Providing schools that are places of education, not proselytism, offering opportunities for young people to make the most of their inherent potential, and so make a contribution to the society of which they are a part.

Comparisons with national Ofsted ratings show that in aggregate the C of E schools in Newcastle Diocese are performing well above national averages.

In setting objectives and planning for activities, the directors have given due consideration to general guidance published by the Charity Commission relating to public benefit, including the guidance 'Public benefit: running a charity (PB2)'.

Activities and achievements in the year

a. National education landscape and implications

The UK education system in 2025 has been shaped by continued reform following the 2024 policy announcements, alongside tighter fiscal conditions, workforce pressures, and significant structural and legislative change. Key developments include a new teacher pay award, the Spending Review settlement for schools, progress on the Children's Wellbeing and Schools Bill, and the publication of the Curriculum and Assessment Review final report.

Teacher Pay and Funding:

- A 4% pay award for teachers and leaders was confirmed for September 2025, following the 5.5% increase in 2024, contributing to a cumulative pay rise of around 10% over two years.
- The Spending Review 2025 set out a funding increase of £4.7 billion for schools by 2028–29, although this equates to relatively modest real-terms growth once rising costs are considered.
- Per-pupil funding growth is expected to remain tight (around ~1% real-terms increases annually), with pressures from SEND reform, pay awards, and free school meals expansion absorbed within existing budgets.
- Continuing uncertainty around SEND funding reform and future cost absorption into central government budgets remains a significant system risk.

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Activities and achievements in the year (continued)

School Workforce and System Capacity:

- The government has committed to recruiting 6,500 additional teachers, alongside expanded bursaries and retention incentives, particularly in shortage subjects.
- Early signs suggest modest improvements in recruitment and retention, though workforce challenges remain a key national concern.
- Flexibilities such as remote planning and streamlined teacher training routes have been introduced to reduce workload and improve attractiveness of the profession.

School Attendance, Safeguarding and Wellbeing:
The Children's Wellbeing and Schools Bill progressed significantly through Parliament in 2025 and represents a major reform package.
Key measures include:

- A mandatory register of children not in school, strengthening oversight of home education.
- Introduction of universal free breakfast clubs in primary schools to support attendance and wellbeing.
- Enhanced multi-agency safeguarding arrangements and information-sharing duties.
- Greater consistency in school standards, admissions, and accountability measures across the system.

The legislation is expected to be fully implemented by 2026, with significant implications for local authority oversight and school accountability frameworks.

Curriculum and Assessment
The Curriculum and Assessment Review, led by Professor Becky Francis, published its final report in November 2025, setting out recommendations for a "world-class" curriculum and assessment system.
The review focuses on

- Improving attainment and equity across all key stages
- Strengthening the coherence of curriculum and qualifications pathways
- Reviewing accountability measures such as Progress 8 and Attainment 8

Implementation planning is underway, with further consultation expected as reforms move toward delivery.

System Reform and Governance:
The Education and Skills Funding Agency (ESFA) formally closed in March 2025, with functions absorbed into the Department for Education, reflecting a move towards greater centralisation. The Children's Wellbeing and Schools Bill also signals movement toward a more consistent national framework across academies and maintained schools, including potential alignment on pay, curriculum and standards.

Other Notable Developments:

- Expansion of free school meals to all pupils in families receiving Universal Credit, alongside wider anti-poverty measures.
- Continued investment in the School Rebuilding Programme and capital maintenance, with multi-year funding commitments.
- Ongoing policy development on SEND reform, expected to be a major area of focus going into 2026.

Implications:

- Schools continue to operate within a constrained financial environment, despite headline funding increases.
- Workforce sufficiency and retention remain critical risks to system stability and improvement.
- Increased accountability and safeguarding expectations will require stronger local systems and inter-agency working.
- Significant curriculum and qualification reform is likely in the medium term, creating uncertainty but also opportunity.
- Greater centralisation and standardisation across the system may reshape autonomy, particularly for academies and trusts.

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Activities and achievements in the year (continued)

Inspection and Accountability (Ofsted Reform):
A new Ofsted Education Inspection Framework (EIF) was introduced from November 2025, representing the most significant change to inspection since 2019. The reforms replace the previous single overall effectiveness judgement with a multi-dimensional “report card”, removing headline grades such as ‘Outstanding’, ‘Good’, ‘Requires Improvement’, and ‘Inadequate’.

Key features of the new framework include:
- A 5-point grading scale across individual areas: Exceptional, Strong, Expected Standard, Needs Attention, Urgent Improvement.
- Separate graded judgements across multiple evaluation areas, typically including:
- Leadership and governance
- Curriculum and teaching
- Achievement
- Attendance and behaviour
- Personal development and wellbeing
- Inclusion
- Safeguarding judged separately as ‘met’ or ‘not met’.
- Greater use of narrative reporting and contextual data to provide a more nuanced picture of school performance.

The new framework introduces:
- A stronger focus on inclusion and outcomes for disadvantaged and vulnerable pupils.
- Increased emphasis on staff wellbeing and workload, alongside a more collaborative inspection approach. • More frequent and targeted monitoring inspections, particularly where any area is graded below the expected standard.
- A shift away from reliance on attainment data alone towards a broader view of quality of education and pupil experience.

Implications:
- The removal of a single headline grade creates a more granular and complex accountability landscape, requiring schools to demonstrate consistency across multiple domains.
- Schools may experience increased scrutiny, as weaker performance in a single area can trigger monitoring activity.
- The enhanced focus on inclusion, wellbeing and context aligns inspection more closely with wider system priorities (SEND, disadvantage, attendance).
- Leaders will need to adapt to a more discursive and evidence-rich inspection model, with greater emphasis on narrative, coherence and lived experience.
-

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Activities and achievements in the year (continued)

b. Operations and staffing

There has been a lot of change within the JET over the course of the last year. The previous Interim director finished their year of additional support to the team and had a real impact on the Net Zero work she was involved with. Following a review of the financial position of the JET the team structure was reviewed and we reduced from 2.4 FTE Assistant Directors to 1.4 FTE Assistant Directors. This process was supported by Ward Hadaway and came into effect on 1st December 2025. A 0.4 FTE Finance and Operations manager was appointed in July 2025 and has had a significant impact in streamlining the work of the team and ensuring financial systems are reported on and being run effectively. We also received notice that Susie Taylor, PA to the Director, had given notice to retire on 1st April 2026 and plans were made accordingly for this.

We have still been able to retain a full-time RE Adviser and this post continues to be supported by the St Hild and St Bede Trust in order to further enhance RE provision in all of our 106 schools across both dioceses, as well as support the teaching of RE through the RE Network. We also continue to support RE across all schools in the region by supporting Standing Advisory Council on Religious Education (SACRE) across the 10 LAs.

100% of schools across both Newcastle and Durham Dioceses have bought into the Partnering Agreement and attendance to the diocesan CPD programme is strong.

c. Achievements and work with communities

Professional development courses are made available both online and in person, and cover a wide range of subjects and topics, including termly support for chairs of governors and ex-officio governors, and termly training for new foundation governors. In addition the annual summer conference (Religious Education) was extremely well attended with delegates from both church and community schools, as well as both internal and external speakers. Around 155 delegates were in attendance. This year, the team has further supported schools and governors with the SIAMS framework, including exploration of what spirituality means in each context and the role of governance within this. A new Church School Leadership course was launched with the intent to make this a regular feature of our Church school provision for years to come. We also offered additional training in preparation for the new Ofsted inspection framework, Christianity as a Global World Faith, Collective worship and RE termly networks, response to the new writing framework and follow up session on EDIJ. Uptake is strong for all aspects of continuous professional development (CPD) with many courses being repeated due to demand. The team has also accessed CPD, including training on Safeguarding, Equality, Diversity and Inclusion, and SIAMS and Ofsted updates. Surveys are completed at the end of each course with overwhelmingly positive comments regarding the support from the Joint Education Team.

The DDE has also attended Bishop's Staff and National Society events, sharing the views of school leaders and pupils, as well as national DDE conferences focusing on SEND and Inclusion and AI in schools. Current challenges for schools revolve around closing the achievement gap, particularly in Early Years and KS4 where the gap between disadvantaged pupils and non-disadvantaged has widened, poverty, EDIJ, recruitment and retention of staff, and improving attendance, particularly for disadvantaged pupils. There is ongoing work to support governors with Church School buildings issues and on the legal processes and land issues involved in academisation of schools.

The team work closely with the National Society to support leadership and management across all phases of church school education.

- The board have considered the workload and well-being of the team.
- The board have considered the offer from DBE Services to become a shareholder and this will be taken into board meeting for a decision in 2026.
- We continue to work with schools and trustees of endowment funds linked to schools in relation to land and charity law issues

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Activities and achievements in the year (continued)

- We continue to work with schools who are now within our MATs, or wish to join MATs – including community schools.
- We work with school cluster groups to support networking and discussion between Church Head Teachers
- Our team have worked in several community schools to support standards and achievements, particularly with the advent of RISE in supporting our schools.
- We are asked by schools to broker services for them which are fit for purpose and cost effective.
- We are working in several locations with regards to 'shared leadership' which involves bringing communities closer together.

d. Other related parties

Transactions within the main categories of related parties are identified in appropriate places throughout the financial statements. Where materiality of the transactions merits more detailed disclosure this is given in note 19 to the financial statements. Other related parties include:-

- The Joint Education Team LLP. The NDEB is a partner alongside the Durham Diocesan Board of Finance and jointly employs the JET staff team.
- The Newcastle Diocesan Board of Finance (NDBF) works closely with NDEB and the two charities are companies within the Newcastle Diocesan framework. They share the same registered office and some directors serve on both boards.
- The Durham Diocesan Board of Finance (DDBF) is a neighbour to the south of Newcastle. NDEB and the DDBF have continued to work closely together.
- A common pool of SIAMS inspectors has been established and joint training for them continues as does in-service training (Inset) on religious education and school worship for staff and training for clergy on ways to work with schools.
- The Church of England Pensions Board, to which NDEB pays retirement benefit contributions for employees.

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Activities and achievements in the year (continued)

e. Future plans

Looking forward to 2026 the hope is to have a clear and established JET Vision and strategy for Education within our church schools across both Diocese. There has been a large amount of work in consulting with both boards and all key stakeholders in pulling this vision together and considering the role of the education team with the growth of MATs in offering a strong school improvement offer. Schools are looking to the Diocese for that church schools distinctiveness offer and we are ensuring our plans and decisions are focused around this response.

The JET will be looking to expand our offer of support in RE to all our schools in direct response to this request as part of our survey of schools and will explore how this additional support could be brought into place. This will be particularly important as we respond to the proposals for a national RE curriculum and the implications for all schools across both Diocese.

We will continue to work with both Diocese in putting in place a chaplaincy offer in our Secondary Schools and supporting with the spiritual and emotional health and well being of our young people.

A piece of work will be undertaken to review our academy strategy guidance for schools and Trusts and the hope is to have this in place by September 2026. Early indications are that all schools joining a trust will be a focus of the new schools white paper which was due at the end of 2025.

We will also be considering the offer from DBE services to join with them as a shareholder and to understand the benefits and implications of this potentially mutually beneficial partnership.

Financial review

a. Financial performance

Overall income has decreased by £215 to £78,741 compared to 2024.

Unrestricted income increased by £6,850 mainly due to investment performance.

The current level of unrestricted funds amounts to £233,706 (2024: £382,474) and represent investments of £200,000 (2024: £200,000) plus cash and net current assets of £33,706 (2024: £182,474) as detailed in note 17 to the financial statements. Trustees are aware a further transfer of funds from reserves will be necessary in order to meet all of its financial obligations during the coming year which includes supporting the work of the Joint Education Team LLP.

There was an unrestricted deficit for the year of £253,510. The budget covers only the Unrestricted Fund and the Section Fund, and the comparison to budget is made without the inclusion of year-end gains on investments. Overall NDEB has met all of its financial obligations to continue resourcing educational needs across the Diocesan schools.

b. Investment performance

Investments are held in general, section and special purposes funds. The total value of investments, excluding short-term cash deposits, at 31st December 2025 was £1,722,768 (2024: £1,895,849). Investments decreased by £173,081 overall which includes net disposals of £105,700 and revaluations of £67,381.

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c. Balance sheet position

Funds per the balance sheet show an overall reduction of £303,565. This is the combined impact of losses on investments and overall net expenditure in the year.

d. Reserves policy

Free reserves
The Board needs to keep a certain level of reserves as protection against unexpected fluctuations in income, to assist at certain times of the year with cash flow, and to allow the Board to operate to fulfil its charitable objects. NDEB also aims to hold sufficient funds to cover six months operating costs. It is therefore the Board's policy to hold a total of at least £100,000 in reserves to satisfy this requirement. At December 2025 the unrestricted reserves were higher than the minimum level required by this policy (£234k).

Restricted reserves
As set out in note 16 NDEB holds and administers a large number of restricted funds. As at 31st December 2025 restricted funds totalled £1,693,519 (2024: £1,848,316). These funds are not available for the general purposes of the NDEB although income can be expended on provision of advice and guidance, SIAMS inspections and staff costs. A transfer of £104,742 was made in 2025 to cover some of these costs which are incurred within JET LLP.

e. Investment policy

The Memorandum and Articles of Association of the charity permit wide powers of investment. The investment policy of NDEB is based on the overall investment objective of achieving a balanced return with moderate risk, preserving the capital and income of NDEB in real terms over the medium term. A review of NDEB's investments was completed in 2018 and a decision was taken to move investment funds to CCLA in line with Church of England ethical investment principles in 2019.

f. Principal risks and uncertainties

The directors confirm that the major risks to which NDEB is exposed, as identified have been reviewed and systems and procedures have been established to manage those risks. In summary major risks include:-

- the need to respond to changing government policy on education and ensure there is appropriate staff capacity and resource within the team to do this effectively.
- the risk of reputational damage arising from working across a geographical area including many small rural schools, partnership wide structural changes and possible school closures.
- ensuring appropriate communications and PR support when urgent issues arise.
- financial risks arising from financial constraints to fund the team's work and school funding.

The directors delegate to the Finance and Property Committee the task of ensuring that risks are reviewed and managed as part of the risk management strategy, and that procedures and controls are designed to minimise any potential impact on NDEB should any of the risks materialise. A risk register has been compiled and contains further detail on possible levels of risk and systems in place for managing the risk.

The Finance and Property Committee reviews the risk register periodically and reports to directors whether it is satisfied with its findings and makes recommendations for further work in subsequent years. The directors review the risk register at least annually as part of the corporate risk management strategy.

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g. Going concern

After making appropriate enquiries, the directors have a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. For this reason, they continue to adopt the going concern basis in preparing the financial statements. Further details regarding the adoption of the going concern basis can be found in the accounting policies.

Structure, governance and management

a. Summary information about the structure of the Newcastle Diocesan Education Board

NDEB has to comply with Measures passed by the General Synod of the Church of England and is required to give heed to recommendations and/or advice from the Archbishops' Council Board of Education and the National Society. NDEB must also help Church of England schools in the Diocese to comply with education law and guidance from the DfE. NDEB seeks to influence and support, but has no direct control, over the 49 Church of England schools in the Diocese. Schools are led and managed by their governing bodies, head teachers and senior staff. The accounts of Church of England schools do not form part of these financial statements. Within the Board, several directors are Head Teachers or former Head Teachers and several are governors (or academy trust directors) in Church of England schools in the Diocese. Head teachers and governors are encouraged to make their views known to NDEB and its staff in a variety of ways including evaluation of conferences and courses, during staff and directors' school visits, telephone and email contact.

b. Organisational structure

The company was incorporated on 30 March 1950 and re-constituted in its present structure on 20th October 2003 as a charitable company limited by membership guarantees (No. 00480293), registered in England and its governing documents are the Memorandum and Articles of Association. NDEB is registered with the Charity Commission (No. 528076). Whilst this falls outside of the reporting year, the NDEB Articles were updated by special resolution of the Members in December 2021 (effective from 4th March 2022 following Charity Commission consent) to reflect the Diocesan Boards of Education Measure 2021 and the board was re-constituted under the new Measure on 1st January 2022.

The Board is a statutory body under the Diocesan Boards of Education Measure 2021 and is the sole trustee of the Uniform Statutory Trusts (also known as Section Funds), which are now governed by section 554 of the Education Act 1996. The funds held in trust are derived from ancient educational endowments and the proceeds of property sales authorised by the Department for Education (DfE) under section 86 of the Education Act 1944 and section 2 of the Education Act 1973.

c. Decision making structure

The Diocesan Director of Education is the Company Secretary of the NDEB. NDEB, under the new Articles, has a quorum of a third of directors (subject to a minimum of four) and meets at least three times each year, with an additional meeting held if required. The previous quorum which applied during the reporting year was eight.

The Board may establish committees to assist in the discharging of its functions, with membership of any such committee extended to include persons who are not members of the Board. There is currently a Finance and Property Committee in place which has written terms of reference. Finance and Property Committee, deals with matters of finance and legal compliance, policies and property related matters.

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Structure, governance and management (continued)

d. Director recruitment, selection and induction

Each director is inducted into the structure and work of NDEB, the Boards of Education Measure, the Memorandum and Articles of Association, the committees and their terms of reference, and members' legal obligations under charity and company law. Directors are encouraged to undertake personal development that will facilitate the execution of their role.

e. Remuneration of key management personnel

Emoluments of higher paid employees within the JET team are determined by the JET LLP (made up of members of both the NDEB and Durham Diocesan Board of Education) with reference to appraisals, remuneration and salary benchmarking.

f. Delegation of day to day delivery

Since the advent of Joint Working between the Education Boards of the Dioceses of Newcastle (NDEB) and Durham (DDBF) in September 2010, the Diocesan Director of Education is appointed jointly by the two Dioceses to manage the day to day operations of their Education Boards. The Director and staff are employed jointly by JET LLP, NDEB and DDBF.

Funds held as custodian

The Board acts as custodian trustee responsible for trust funds held for specific purposes and monies held on behalf of others. The funds held by NDEB as custodian trustees comprise investments amounting to £211,095 as at 31st December 2025 (2024: £236,632) and these are held on behalf of a number of small organisations whose objects are to promote religious educational activity among Sunday schools and other similar establishments, all of which falls within the objects of the Board. The funds are held in separate bank deposit accounts and identifiable investment funds. In accordance with the requirements of the Statement of Recommended Practice these funds are not shown in the charity's balance sheet.

Funds held on behalf of schools

NDEB receives contributions from governors of church schools within the Diocese in connection with major repairs and capital projects to church schools and also government grants in connection with the same. School funds held by NDEB total £657,853 as at 31st December 2025 (2024: £869,753)

NDEB administers these monies as managing agents and makes appropriate payments to contractors for work carried out. Monies do not belong to the Board of Education and as such the receipts and payments are not treated as income and expenditure in the Statement of Financial Activities.

Approved by order of the members of the board of directors on 23 September 2026 and signed on their behalf by:

Signed by:
Bishop Helen-Ann Hartley
70B2F343BA5F4A7...
The Bishop of Newcastle - Bishop Helen-Ann Hartley

Signed by:
CB2B99B9BA474A6...
Carolyn Roberts

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Newcastle Diocesan Education Board

(A company limited by guarantee)

Statement of directors' responsibilities
Year ended 31 December 2025

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

Company law requires the directors to prepare financial statements for each financial year. Under company law, the directors 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 charity and of its incoming resources and application of resources, including its income and expenditure, for that period. In preparing these financial statements, the directors are required to:

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

The directors are responsible for keeping adequate accounting records that are sufficient to show and explain the charity's transactions and disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

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Independent examiner's report
Year ended 31 December 2025

Independent examiner's report to the directors of Newcastle Diocesan Education Board ('the charity')

I report to the charity directors on my examination of the accounts of the charity for the year ended 31 December 2025.

Responsibilities and basis of report

As the directors of the charity (and its directors for the purposes of company law) you are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006 ('the 2006 Act').

Having satisfied myself that the accounts of the charity are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of the charity's accounts carried out under section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination I have followed the Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act.

Independent examiner's statement

I have completed my examination. I confirm that no matters have come to my attention in connection with the examination giving me cause to believe:

1. accounting records were not kept in respect of the charity as required by section 386 of the 2006 Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the accounting requirements of section 396 of the 2006 Act other than any requirement that the accounts give a 'true and fair' view which is not a matter considered as part of an independent examination; or
4. the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities [applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)].

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.

This report is made solely to the charity's directors, as a body, in accordance with Part 4 of the Charities (Accounts and Reports) Regulations 2008. My work has been undertaken so that I might state to the charity's directors those matters I am required to state to them in an independent examiner's report and for no other purpose. To the fullest extent permitted by law, I do not accept or assume responsibility to anyone other than the charity and the charity's directors as a body, for my work or for this report.

Signed: DocuSigned by: Anne Hallowell 59C7DD6C467F49E... Dated: 23 September 2026

Anne Hallowell FCA DChA

UNW LLP
Newcastle upon Tyne

Docusign Envelope ID: DBD69A16-8923-8338-837E-FB52209FAC39

Newcastle Diocesan Education Board

(A company limited by guarantee)

Statement of financial activities (incorporating income and expenditure account)
Year ended 31 December 2025

	Note	Unrestricted funds 2025 £	Restricted funds 2025 £	Total funds 2025 £	Total funds 2024 £
Income from:					
Donations and legacies	3	**11,589**	**-**	**11,589**	8,527
Other trading activities	4	**-**	**18,710**	**18,710**	16,200
Investments	5	**39,492**	**8,950**	**48,442**	54,229
Total income		**51,081**	**27,660**	**78,741**	78,956
Expenditure on:					
Charitable activities	6	**304,591**	**10,334**	**314,925**	408,103
Total expenditure		**304,591**	**10,334**	**314,925**	408,103
Net (expenditure)/income before net (losses)/gains on investments		**(253,510)**	**17,326**	**(236,184)**	(329,147)
Net (losses)/gains on investments		**-**	**(67,381)**	**(67,381)**	52,468
Net expenditure		**(253,510)**	**(50,055)**	**(303,565)**	(276,679)
Transfers between funds	16	**104,742**	**(104,742)**	**-**	-
Net movement in funds		**(148,768)**	**(154,797)**	**(303,565)**	(276,679)
Reconciliation of funds:					
Total funds brought forward		**382,474**	**1,848,316**	**2,230,790**	2,507,469
Net movement in funds		**(148,768)**	**(154,797)**	**(303,565)**	(276,679)
Total funds carried forward		**233,706**	**1,693,519**	**1,927,225**	2,230,790

The Statement of financial activities includes all gains and losses recognised in the year.

The notes on pages 17 to 32 form part of these financial statements.

Docusign Envelope ID: DBD69A16-8923-8338-837E-FB52209FAC39

Newcastle Diocesan Education Board

(A company limited by guarantee)

Balance sheet
At 31 December 2025

	Note		2025 £		2024 £
Fixed assets					
Investments	12		**1,522,768**		1,695,849
Investment property	11		**200,000**		200,000
			1,722,768		1,895,849
Current assets					
Debtors	13	**169,198**		180,021	
Investments	14	**95,751**		77,467	
Cash at bank and in hand		**55,255**		104,066	
		320,204		361,554	
Current liabilities					
Creditors: amounts falling due within one year	15	**(115,747)**		(26,613)	
Net current assets			**204,457**		334,941
Total assets less current liabilities			**1,927,225**		2,230,790
Total net assets			**1,927,225**		2,230,790
Charity funds					
Restricted funds	16		**1,693,519**		1,848,316
Unrestricted funds	16		**233,706**		382,474
Total funds			**1,927,225**		2,230,790

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Newcastle Diocesan Education Board

(A company limited by guarantee)

Balance sheet (continued)
At 31 December 2025

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

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

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

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

The financial statements were approved and authorised for issue by the directors on 23 September 2026 and signed on their behalf by:

Signed by:
70B2F343BA5F4A7...

Bishop Helen-Ann Hartley
The Bishop of Newcastle

Signed by:
CB2B99B9BA474A6...

Carolyn Roberts
Chair

The notes on pages 17 to 32 form part of these financial statements.

Docusign Envelope ID: DBD69A16-8923-8338-837E-FB52209FAC39

Notes to the financial statements
Year ended 31 December 2025

1. Accounting policies

1.1 Basis of preparation of financial statements

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

Newcastle Diocesan Education Board ("NDEB / the charity") meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy.

The financial statements are presented in pounds sterling which is the functional currency of the company and are rounded to the nearest £1.

1.2 Going concern

Taking into account the levels of unrestricted reserves as at 31st December the directors are satisfied that NDEB has adequate resources to continue to meet all liabilities as they fall due for the foreseeable future and consequently these accounts have been prepared on a going concern basis. The charity also has access to section fund monies totalling £1,225,899 in 2025 which can be used to cover any deficit it makes.

1.3 Company status

The company is a company limited by guarantee, incorporated and domiciled in England. The members of the company are the directors listed on page 1. In the event of the company being wound up, the liability in respect of the guarantee is limited to £1 per member.

1.4 Income

All income is recognised once the charity has entitlement to the income, it is probable that the income will be received and the amount of income receivable can be measured reliably.

Income received in advance of services being provided is deferred and held within creditors.

Income tax recoverable in relation to investment income is recognised at the time the investment income is receivable.

1.5 Expenditure

Expenditure is accounted for on an accruals basis and has been included under expense categories that aggregate all costs for allocation to activities. Where costs cannot be directly attributed to particular activities they have been allocated on a basis consistent with the use of resources.

Charitable expenditure relates to expenditure on education and Church of England schools in the Diocese.

Support costs consist of central management, administration and governance costs. The amount spent on raising funds and other activities is considered to be immaterial and all support costs are allocated to the purpose of charitable activities. Costs are allocated wherever possible directly to the activity to which they relate, but where such direct allocation is not possible, the remainder is allocated on an approximate staff time basis.

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1. Accounting policies (continued)

1.5 Expenditure (continued)

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

All expenditure is inclusive of irrecoverable VAT.

1.6 Interest receivable

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the charity; this is normally upon notification of the interest paid or payable by the institution with whom the funds are deposited.

1.7 Tangible fixed assets and depreciation

Tangible fixed assets are stated at cost, less accumulated depreciation and accumulated impairment losses.

Depreciation is provided on all tangible fixed assets, at rates calculated to write off the cost of fixed assets, less their estimated residual value, over their estimated useful lives as follows:

Fixtures and fittings	-	15 - 30% straight line

Asset residual values and useful lives are reviewed at the end of each reporting period, and adjusted if appropriate. The effect of any change is accounted for prospectively.

1.8 Investments

Investment properties
Board properties which are held for investment purposes and rented out have been included at their fair value, as determined by an annual review carried out by the directors.

Fixed asset investments
Listed investments are a form of financial instrument and are initially recognised at their transaction cost and subsequently measured at fair value at the balance sheet date, unless the value cannot be measured reliably in which case it is measured at cost less impairment. Investment gains and losses, whether realised or unrealised, are combined and presented as ‘Net gains / (losses) on investments’ in the statement of financial activities.

Investments in joint ventures are accounted for at cost less impairment with any impairments being recognised through investment gains and losses in the statement of financial activities.

1.9 Current asset investments

Short-term investments comprise cash deposits with maturities of more than 3 months but less than 12 months at the balance sheet date.

These are classified as current assets and are stated at the amount of principal deposited, plus any accrued interest at the reporting date.

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1. Accounting policies (continued)

1.10 Cash at bank and in hand

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

1.11 Financial instruments

The charity only enters into basic financial instrument transactions that result in the recognition of financial assets and liabilities like trade and other accounts receivable and payable, cash and bank balances and loans to or from related parties.

Debt instruments are measured initially at the transaction price, and subsequently at amortised cost using the effective interest method.

At the end of each reporting period, financial assets are assessed for impairment, and their carrying value reduced if necessary. Any impairment charge is recognised in the profit and loss account.

1.12 Fund accounting

Fund Balances are split between unrestricted (general and designated) and restricted funds.

Unrestricted funds
Unrestricted funds are NDEB's corporate funds and are freely available for any purpose within the charitable objects, at the discretion of NDEB. There are two types of unrestricted funds:

General funds which NDEB intends to use for the general purposes of the NDEB and

Designated funds set aside out of unrestricted funds by NDEB for a purpose specified by the Trustees. No designated funds are held at this time.

Restricted funds
Restricted funds are income funds subject to conditions imposed by the donor as specific terms of trust, or else by legal measure.

Section funds
Section Order Funds that have arisen from past Section Order Schemes are subject to Uniform Trusts governed by Section 86 (1944 Education Act). Section 2 (1973 Education Act) and more recently Section 554 (1996 Education Act). These funds have been extracted from the General Reserve and are accounted for under Restricted Funds.

The Uniform Trusts provide that the Board may after payment of any expenses in connection with the administration of the particular trust to apply the capital and income:

(a) In or towards the purchase of a site for or the erection, improvement or enlargement of the premises of any relevant school in the area;
(b) For the maintenance of any relevant school in the area;
(c) In or towards the purchase of a site for or the erection or improvement or enlargement of the premises of a teacher's house for use in connection with any relevant school in the area; and
(d) For the maintenance of a teacher's house for use in connection with any relevant school in the area

The Board may apply the income as follows:
(a) In or towards the provision of advice guidance and resources including materials in connection

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1. Accounting policies (continued)

1.12 Fund accounting (continued)

with any matter related to the management of or education provided at any relevant school in the area;
(b) The provision of services for carrying out any inspection of any relevant school in the area by Part 1 of the Schools Inspection Act 1996; and
(c) To defray the cost of employing or engaging staff in connection with:-
(i) The application of income by the relevant trust assets for either of the purposes referred in sub paragraph (a) and (b) above or
(ii) The application of capital or income of the relevant trust assets for any of the purposes referred to in paragraph 1 above.

The accounts also include a Special Purposes Fund which includes various funds derived from educational endowments which can be used to fund special projects under the terms of the relevant Trusts as applicable. These are also included within restricted funds.

2. Critical accounting estimates and areas of judgment

In the application of the charity's accounting policies, which are described in note 1, the directors are required to make judgments, estimates and assumptions about the carrying amounts of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors, including expectations of future events, that are considered to be relevant and believed to be reasonable under the circumstances. Actual results may differ from these estimates.

Estimates and assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised if the revision affects only that period, or in the period of the revision and future periods if the revision affects both current and future periods. The estimates and assumptions that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next financial year are addressed below:

Key sources of estimation uncertainty

Valuation of investment property

As stated in note 1.8, investment properties are carried at fair value. The directors have estimated the fair value of the investment property based on their knowledge of the local property market, advice from informal sources where available, and by reference to comparable market data.

These valuations are inherently subjective due to the nature of the property market and the lack of formal third-party professional valuations. The directors review the valuation annually and adjust it where there is evidence of a material change in fair value.

As no external valuation was undertaken, this represents a significant area of estimation and judgment in the preparation of the financial statements.

Other estimates included within these financial statements include asset impairments (for example provisions against debtors). None of the other estimates made in the preparation of these financial statements are considered to carry significant estimation uncertainty, nor to bear significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next financial year.

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3. Income from donations and legacies

	Unrestricted funds 2025 £	Total funds 2025 £
Donations	11,589	**11,589**

	Unrestricted funds 2024 £	Total funds 2024 £
Donations	5,850	5,850
Service agreement receipts	2,677	2,677
	8,527	8,527

4. Other trading activities

	Restricted funds 2025 £	Total funds 2025 £
Rental income from investment properties	18,710	**18,710**

	Restricted funds 2024 £	Total funds 2024 £
Rental income from investment properties	16,200	16,200

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5. Investment income

	Unrestricted funds 2025 £	Restricted funds 2025 £	Total funds 2025 £
Income from UK listed investments	39,492	-	**39,492**
Bank interest receivable	-	8,950	**8,950**
	39,492	8,950	**48,442**

	Unrestricted funds 2024 £	Restricted funds 2024 £	Total funds 2024 £
Income from UK listed investments	35,704	-	35,704
Bank interest receivable	-	18,525	18,525
	35,704	18,525	54,229

6. Analysis of expenditure on charitable activities

Summary by fund type

	Unrestricted funds 2025 £	Restricted funds 2025 £	Total 2025 £
Support for church schools & academies	299,131	10,334	**309,465**
Governance: Accountancy fees	5,460	-	**5,460**
	304,591	10,334	**314,925**

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6. Analysis of expenditure on charitable activities (continued)

Summary by fund type (continued)

	Unrestricted funds 2024 £	Restricted funds 2024 £	Total 2024 £
Support for church schools & academies	270,122	123,895	394,017
Governance: Accountancy fees	7,200	-	7,200
Legal and professional fees	6,886	-	6,886
	284,208	123,895	408,103

7. Analysis of expenditure by activities

	Activities undertaken directly 2025 £	**Support costs 2025 £**	**Total funds 2025 £**
Support for church schools	291,182	18,283	**309,465**
Governance: Accountancy fees	-	5,460	**5,460**
	291,182	23,743	**314,925**

	Activities undertaken directly 2024 £	Support costs 2024 £	Total funds 2024 £
Support for church schools	376,929	17,088	394,017
Governance: Accountancy fees	-	7,200	7,200
Legal and professional fees	6,886	-	6,886
	383,815	24,288	408,103

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7. Analysis of expenditure by activities (continued)

Analysis of support costs

	Total funds 2025 £	Total funds 2024 £
Office costs	**18,283**	17,088
Accountancy fees	**5,460**	7,200
	23,743	24,288

8. Independent examiner's remuneration

The independent examiner's remuneration amounts to an independent examiner fee of £4,200 (2024: audit fee of £8,496).

9. Directors remuneration and expenses

No remuneration has been paid to any director in their capacity as a director during 2025 or 2024. No directors were reimbursed for any expenses incurred.

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10. Tangible fixed assets

	Fixtures and fittings £
Cost	
At 1 January 2025	**2,868**
At 31 December 2025	**2,868**
Depreciation	
At 1 January 2025	**2,868**
At 31 December 2025	**2,868**
Net book value	
At 31 December 2025	**-**
At 31 December 2024	-

11. Investment property

	Freehold investment property £
Valuation	
At 1 January 2025	**200,000**
At 31 December 2025	**200,000**

The investment property was revalued internally during the year, with no change to the estimated fair value.

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12. Fixed asset investments

	Listed investments £	Investment in joint ventures £	Total £
Cost or valuation			
At 1 January 2025	**1,695,848**	**1**	**1,695,849**
Disposals	**(109,670)**	**-**	**(109,670)**
Revaluations	**(63,411)**	**-**	**(63,411)**
At 31 December 2025	**1,522,767**	**1**	**1,522,768**
Net book value			
At 31 December 2025	**1,522,767**	**1**	**1,522,768**
At 31 December 2024	1,695,848	1	1,695,849

Principal joint ventures

The following was a joint venture of the charity:

Name	Income for the year £	Expenditure for the year £	Profit/ (Loss) / Surplus / (Deficit) for the year £
JET LLP	**714,039**	**694,690**	**19,349**

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Notes to the financial statements
Year ended 31 December 2025

13. Debtors

	2025 £	2024 £
Due after more than one year		
Spittal nursery	**37,500**	37,500
	37,500	37,500
Due within one year		
Trade debtors	**-**	4,952
Amounts owed by participating interests	**-**	93,024
Other debtors	**84,313**	37,500
Prepayments and accrued income	**47,385**	7,045
	169,198	180,021

14. Current asset investments

	2025 £	2024 £
Short term deposits	**95,751**	77,467

15. Creditors: amounts falling due within one year

	2025 £	2024 £
Trade creditors	**2,202**	14,446
Amounts owed to other participating interests	**65,616**	-
Other creditors	**43,345**	2,647
Accruals and deferred income	**4,584**	9,520
	115,747	26,613

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16. Statement of funds

Statement of funds - current year

	Balance at 1 January 2025 £	Income £	Expenditure £	Transfers in/out £	Gains/ (Losses) £	Balance at 31 December 2025 £
Unrestricted funds						
General Funds	**382,474**	**51,081**	**(304,591)**	**104,742**	**-**	**233,706**
Restricted funds						
Section Monies Fund	**1,476,447**	**27,660**	**(10,334)**	**(43,771)**	**(56,499)**	**1,393,503**
Special Purposes Fund	**332,997**	**-**	**-**	**(60,971)**	**(10,882)**	**261,144**
Educational Grants	**38,872**	**-**	**-**	**-**	**-**	**38,872**
	1,848,316	**27,660**	**(10,334)**	**(104,742)**	**(67,381)**	**1,693,519**
Total of funds	**2,230,790**	**78,741**	**(314,925)**	**-**	**(67,381)**	**1,927,225**

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16. Statement of funds (continued)

Statement of funds - prior year

	Balance at 1 January 2024 £	Income £	Expenditure £	Transfers in/out £	Gains/ (Losses) £	Balance at 31 December 2024 £
Unrestricted funds						
General Funds	82,352	44,231	(284,208)	540,099	-	382,474
Restricted funds						
Section Monies Fund	2,053,248	34,725	(123,895)	(540,099)	52,468	1,476,447
Special Purposes Fund	332,997	-	-	-	-	332,997
Educational Grants	38,872	-	-	-	-	38,872
	2,425,117	34,725	(123,895)	(540,099)	52,468	1,848,316
Total of funds	2,507,469	78,956	(408,103)	-	52,468	2,230,790

General Fund
The General fund represents those assets held by NDEB for carrying out its general activities.

Special Purposes Fund
This fund can be used to fund special projects.

Section Monies Fund
This fund holds monies under the Education Acts mainly in the form of shares and property. Investment income is transferred as needed to support any deficit on the General fund.

Educational Grants Fund
Grants paid to NDEB to be used to support Religious Education in schools.

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17. Analysis of net assets between funds

Analysis of net assets between funds - current year

	Unrestricted funds 2025 £	Restricted funds 2025 £	Total funds 2025 £
Fixed asset investments	-	1,522,768	**1,522,768**
Investment property	200,000	-	**200,000**
Debtors due after more than one year	-	37,500	**37,500**
Current assets	149,453	133,251	**282,704**
Creditors due within one year	(115,747)	-	**(115,747)**
Total	233,706	1,693,519	**1,927,225**

Analysis of net assets between funds - prior year

	Unrestricted funds 2024 £	Restricted funds 2024 £	Total funds 2024 £
Fixed asset investments	-	1,695,849	1,695,849
Investment property	200,000	-	200,000
Debtors due after more than one year	-	37,500	37,500
Current assets	209,087	114,967	324,054
Creditors due within one year	(26,613)	-	(26,613)
Total	382,474	1,848,316	2,230,790

18. Custodian funds

	Durham Schools 2025 £	Newcastle Schools 2025 £	Total funds 2025 £
School balances			
Opening balance for year	249,227	620,526	**869,753**
Receipts	1,039,357	1,074,256	**2,113,613**
Payments	(962,224)	(1,363,289)	**(2,325,513)**
Total 2025	326,360	331,493	**657,853**

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	Durham Schools 2024 £	Newcastle Schools 2024 £	Total funds 2024 £
School balances			
Opening balance for year	204,941	469,324	674,265
Receipts	513,847	1,015,823	1,529,670
Payments	(469,561)	(864,621)	(1,334,182)
Closing balance for year	249,227	620,526	869,753

DfE grants and contributions from schools received in this year totalled £2,113,613 (2024: £1,529,670). Expenditure during the same period totalled £2,325,513 (2024: £1,334,182) leaving an overall balance of £657,853 (2024: £869,753) held on behalf of Voluntary Aided schools.

	Healey 2025 £	**Whittingham 2025 £**	**Schroders 2025 £**	**Total funds 2025 £**
Balances held for others				
Opening balance for the year	23,210	195,991	18,372	**237,573**
Investment revaluation	(270)	(7,836)	-	**(8,106)**
Withdrawals	-	-	(18,372)	**(18,372)**
Closing balance for year	22,940	188,155	-	**211,095**

	Healey 2024 £	Whittingham 2024 £	Schroders 2024 £	Total funds 2024 £
Balances held for others				
Opening balance for the year	22,083	191,605	17,411	231,099
Investment revaluation	1,127	4,386	20	5,533
Closing balance for year	23,210	195,991	17,431	236,632

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19. Related party transactions

The charity is a member of Joint Education Team LLP ("JET"), a joint venture established to undertake the business of the Joint Education Team, providing education services to schools and other educational providers in the North East of England and elsewhere.

During the year the charity made contributions totalling £240,000 (2024: £240,000) to JET LLP as donations to support its activities. At the year end a balance of £65,616 was owing to JET which is included within creditors (2024: £93,024 owed by JET LLP included within debtors).

No trustees or key management personnel had a personal interest in the joint venture. The transactions were undertaken at arm's length and in line with the charity's objectives.