

MANCHESTER DIOCESAN BOARD OF EDUCATION
FINANCIAL STATEMENTS FOR THE YEAR ENDED
31 DECEMBER 2025

Company No. 00618201
Registered Charity No. 530002

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ORGANISATION AND ADMINISTRATION DETAILS

CHAIRMAN	The Right Reverend M Davies
SECRETARY	Deborah Smith
BISHOP OF MANCHESTER	The Right Reverend David Walker
DIRECTORS	The Directors are the members of the Board of Education Details of Board members are given on page 25
REGISTERED OFFICE	St John's House, 155-163 The Rock, Bury BL9 0ND Telephone: 0161 828 1400 Email: ManchesterDBE@manchester.anglican.org
PRINCIPAL OFFICER	Deborah Smith (Director of Education)
BANKERS	Royal Bank of Scotland plc NatWest 19 Market Street Manchester M1 1WR
AUDITORS	HaysMac LLP 10 Queen Street Place London EC4R 1AG
SOLICITORS	D M Myers LLB (Hons) Diocesan Registry St John House 155-163 The Rock Bury BL9 0ND
INVESTMENT ADVISORS	CCLA Investment Management Ltd One Angel Lane London EC4R 3AB
CONSTITUTION	Manchester Diocesan Board of Education is a Company Limited by Guarantee Registered in England Number 00618201 Registered Charity Number 530002

The Charity is bound by its Memorandum and Articles of Association and by the statutory duties of the Diocesan Boards of Education Measure 1991, as amended by the Education and Inspections Act 2006 and the Manchester Diocesan Board of Education Order 2011.

MISSION STATEMENT

1. Principal Activity

The principal activity of the Manchester Diocesan Board of Education ("MDBE") is to fulfil its statutory duties to:

- promote education in the Diocese of Manchester which is consistent with the faith and practice of the Church of England;
- to promote religious education and religious worship in schools in the Diocese;
- to promote church schools in the Diocese and advise governors on any matters;
- to promote co-operation between the Board and other bodies; and
- to advise on the maintenance, improvement and extension of school buildings in Voluntary Aided schools and give permission.

The MDBE advises on the appointment of senior leaders in church schools; it arranges statutory inspections of the Christian distinctiveness of church schools; and it considers giving consent to church schools that wish apply for Academy Orders.

The MDBE is also responsible for the promotion and development of Christian education in parishes, and Christian chaplaincy in institutions of Higher Education.

2. Aims

The aim of the MDBE is to fulfil its statutory duties within the resources available.

The MDBE is a very significant part of the mission of the church in the Diocese of Manchester. The principal aim of the MDBE's work is 'To enable children and young people to encounter the Christian gospel and to grow in faith, through providing for their Christian education and nurture in schools, parishes and other settings'.

The MDBE provides the expertise for the whole Diocese to draw on in relation to:

- mission and evangelism with children and young people;
- faith development;
- religious education in both formal and informal settings;
- spiritual development of children and young people; And
- initiation into the worshipping community.

LEGAL OBJECTS

The legal objects of the company as set out in the Memorandum and Articles of Association are as follows:

1. To be the Diocesan Board of Education for the Diocese of Manchester as at present constituted or as hereafter it may be constituted, and to exercise and perform within that Diocese the rights, functions, powers, duties and obligations given to or imposed upon a Diocesan Board of Education by the Diocesan Boards of Education Measure 1991, as amended by the Education and Inspections Act 2006 and the Manchester Diocesan Board of Education Order 2011, or any Measure passed by the General Synod of the Church of England or Act of Parliament amending or replacing the same or for the purposes of any Measure passed by the said Synod or Act of Parliament for which the Diocesan Conference may appoint the Board to act.

2. To act as Trustees in respect of any land stocks shares funds and securities held in trust for or belonging to any educational foundations or any other charitable foundations having objects which may be similar to or within the scope of the objects of the Board and to do such acts and things as may be necessary or expedient to be done in relation thereto under or by virtue of any scheme or schemes or Trust Deed or Trust Deeds affecting the same.

TRUSTEES' REPORT

Vision and Strategy

The vision of the Diocese of Manchester is to be a worshipping, growing and transforming Christian presence at the heart of every community. Church schools are central to this vision as they seek to be places where Christian values and practices are at the centre of all that happens there. The Manchester Diocesan Board of Education (MDBE) fully supports this vision through its work with churches and Church of England schools, across the diverse landscape of Greater Manchester and Rossendale.

The vision has three fundamental principles; growing, nurturing and serving, as we strive every day in our local ministry to be a Church for a Different World. MDBE works in partnership with 193 CE schools and diocesan churches to enact and support these principles.

Growing: MDBE grows and cultivates healthy relationships with staff and governors across the family of church schools. We encourage good leadership through providing training and advice in areas such as mental health and wellbeing, admissions, Head Teacher recruitment and development as well as effective management of school buildings.

Nurturing: MDBE strives to nurture its relationships with schools, just as we believe, God nurtures His relationships with His children. We support schools in the journeys they have with each of their children, from early years through to sixth form; walking alongside schools during transition points, academic experiences and community events. We work across churches and schools to establish reciprocally beneficial relationships. We communicate with school leaders, staff, governors and clergy teams, uniting us as we work together to lift up the children and young people in schools and churches.

Serving: MDBE seeks to serve schools with love, kindness and action, enacting the commandment to 'Love the Lord your God with all your heart and with all your soul and with all your mind, and love your neighbour as yourself.' (Luke 10:27). We work in communion with people, children and families from all faiths and backgrounds, celebrating the diverse landscape of our great city and region and the communities that come together within it. We help to maintain the Christian distinctiveness of Church of England schools through the facilitation of training and resourcing in the areas of vision and values, Religious Education, Collective Worship and the requirements of SIAMS.
MDBE's overarching vision is for Church of England schools to be places where all involved in can be introduced and supported to reflect on Jesus' promise in John 10:10 that He 'came so that you might have life in all its' fullness.'

Priorities for 2025 and Progress

1. **Develop ministry to/for/with children and young people in both churches and schools.**

Ensuring that:

- Work with children and young people is central to each deanery's mission
- Opportunities are provided for children and young people to explore faith in schools and churches
- Training and support for lay and clergy equips them for ministry with children and young people
- Identify and develop the ministry gifts of children and young people and facilitate opportunities for them to be used.

Priorities for 2025 and Progress (Continued)

2025 saw a fully staffed team of Man Dio Growing Faith (MDGF) deanery workers established. Each worked within a particular deanery and mission community within that deanery. There was evidence of new worshipping communities for children, young people and their families being established and grown within both churches and schools. For example, Family Time service at St Peter's Leigh grew to approximately 65 people attending, 20 of whom were children. A Christian/confirmation club run in a CE primary school resulted in 11 children being confirmed and 4 being baptised. Weekly family time collective worship sessions in a Wigan primary school had on average 25 families regularly attending. 'This is Church' services especially for children and families with Special Needs took place at St Luke's Benchill. We saw 3 new forest churches being set up in Manchester South and Stretford, supported by the MDGF team with other team members supporting churches in running 'Experience Christmas' and 'Experience Easter' events for local primary school pupils. Home-church-school links remained a priority across all aspects of MDBE work, through the work of diocesan Children and Youth Officers, the Places Project (PP) and MDGF project. In Bolton a 'Love Your Neighbour' initiative was successful at building such links. 'Love Your Neighbour' involved year 8 form groups from Canon Slade High School being twinned with churches across Bolton deanery. Highlights included:

- Windows designed by the group that depicted the Easter story and were displayed within St Maxentius church.
- An open-door event for older members of the community held at St Andrew's, Over Hulton.
- Walmsley church volunteers supported students in establishing 3 eco spaces within the school grounds with gardening club volunteers taking tubs of flowers back to the church.
- In partnership with Oldhams Church, volunteers and students worked with a local artist to create display boards expressing Christian values that were then displayed around the estate to encourage residents.

During the year an external evaluation of Phase 1 of PP took place. In broad summary it found:
'Phase 1 shows what is possible to achieve within CofE schools, especially where they are seen as being of equal value to parishes and not just conduits; schools' mission has its own distinctive value. Local ownership and freedom to be creative go hand-in-hand, and this project should be viewed as a very helpful long-term investment into the spiritual lives and leadership development of children and young people in Bolton.'
We are so blessed to have been able to expand and continue this project until the end of December 2028. Fresh Expressions of church that began in phase 1 are continuing to bear fruit. For example, the monthly Café Church at St Peter's CE School, Farnworth, now in its' 3rd year, has grown significantly in numbers to 39 children, 28 adults and 3 volunteers being regularly involved.

Priorities for 2025 and Progress (Continued)

June 2025 also saw 4 extra café church sessions for those wanting to go deeper in their faith, attended by 3 families.

Wiggle Worship continues to impact and engage our youngest children across the diocese, with Manchester Cathedral, churches and schools involved in its delivery. Training for Wiggle Worship saw the involvement of 152 people by the end of 2025. An exciting initiative was a follow-on worship programme called 'Lift Off' (Living In Faith Together) being launched with the aim of encouraging those children who are familiar with Wiggle Worship as they move from early years into Year 1 and beyond. An initial Lift Off session involved children exploring the story of David and Goliath. They considered what it means for God to be our strength and shield. We are hopeful Lift Off will, in time, be as widely used as Wiggle Worship. We have seen continued growth in Early Years ministry, especially with the additional appointment of an additional Early Years worker within Bolton deanery. Such growth has included new Wiggle Worship opportunities in school nursery classes. Distinctly Christian toddler groups continue to flourish with at least 9 new groups being established and 20 toddler group leaders and volunteers being involved in training and support in their parish contexts. As a direct result of intervention we saw 1000 early years children engaged with early years discipleship programmes. Particularly encouraging are stories of families connected to early years groups in local primary schools who have joined the local church as a result, as has happened with a family at St George's Church, Bolton. 2026 will see more early years hubs established, encouraged by the early years conference for clergy and church volunteers which took place in November 2025.

Supporting children as they transition from primary to secondary school remained a priority throughout the year, but especially during the summer term. Over 5,500 pupils, staff and clergy attended the Year 6 Leavers services at Manchester Cathedral. 121 primary schools attended the services, with 11 being schools that had not attended within the past 2 years. The services focused on the concept of prayer, providing the message that prayer is an opportunity for all to commune with God, to hear His voice and seek His wisdom. Prior to the event, pupils created prayer chains that in turn adorned the cathedral throughout the week. Each school made a prayer box that contained prayers of blessing. Boxes were swapped and returned to schools to be used by future year 6 pupils. The worship, led by iSing Pop was inclusive, joyful and spiritually moving. The inclusion of worship flags and scarves for all to accompany a rendition of 'A Million Colours' written by our very own Ni-Cola Scott, Shades Lead and Paul Saxon, Chaplain at Canon Slade High School was a highlight of each service. Feedback included such comments as:

- ***'It was so well organised, child-friendly, impactful and full of Christian hope, love and prayer….. I can't tell you how lovely it was to be part of it and to watch. Some of our children were singing songs and doing actions as they walked back to Victoria for the tram home.'***
  (Headteacher)

Priorities for 2025 and Progress (Continued)

- ***'The staff and children loved it. All of us from xxxx really enjoyed singing and dancing to the songs…. The children continued their singing on the way home and we all agreed it was the best service yet.'*** (Deputy Headteacher)
- ***'It was by far the most spiritually uplifting service I have ever attended. The passion provided and promoted by all the organisers of the event is to be commended. Staff and children came alive and they're still singing, dancing and rejoicing today.'*** (Headteacher)

In Bolton through the work of PP the Beyond transition programme ran throughout the year. Workshops were delivered in 13 schools. Clergy and lay volunteers across 5 churches supported the programme. Highlights included Year 6 pupils from Bolton St Catherine's Primary School visiting Turret House of Prayer in Clitheroe for a retreat day. Members of PP team accompanied them as they explored the foundations that would help them stand strong in year 7. Prayer stations linked to transitions were also explored. Pupils involved in Beyond reported:

- ***'It helped me to see God is with me everywhere I am.'***
- ***'I enjoyed learning about God and Jesus….He gives us power to live, to move and to be who we are.'***
- ***'I started the session more worried than I have been but by the end I felt better about High School.'***

Work within Places Project also included a few community schools with pupils from Red Lane Community School visiting St James' Church, supported by clergy and PP youth team to explore how God can help in times of change. Many pupils were due to move up into to Bolton St Catherine's Academy and on a recent taster day were pleased to connect with members of PP again. Other transition focused work included the MDGF team running 8 Emerge transition events across the remaining 6 deaneries, involving approximately 800 pupils from 19 schools. Volunteers representing at least 13 churches were involved. Through such events children heard how God goes before them and will be by their side as they move into high school. Such events impact positively on volunteers, as was the case for those involved from the Benefice of Atherton, Hindsford and Howe Bridge, who are now keen to be involved in further schools work with the deanery enabler.

2025 saw further expansion of the Equip programme as we sought to support, resource and equip paid and volunteer children and youth workers across the diocese. Visiting speakers included Becca Dean from Ridley Hall, Cambridge where she serves as tutor in youth ministry and Mark Griff from St Padarn's Institute, where he was Dean of Discipleship, now Director of Missional Resources, Scripture Union. Their sessions focused on further development and understanding of 'intergenerational ministry' and outreach approaches, including 'effective strategies for reaching children and young people.' Training sessions ran across the year with total attendance of 200+, recognising some will have accessed several sessions. The programme highlight was the Equip

Priorities for 2025 and Progress (Continued)

weekend where those on ALM/General Pathway joined together and explored aspects of children and youth ministry, such as, child faith development and how to plan youth and children's sessions to implement best practice. This year 30 people attended the weekend with 11 participating in the Lay Ministry Programme. Feedback was again encouraging with one participant reporting ***'I found the whole weekend was helpful. I found the planning a session to be really beneficial and something that I'm going to be applying to my sessions from now on.'*** Recently strategies have involved gathering those paid children and youth workers from across the diocese in order to offer support and a community where all can give and receive.

MDBE continued to recognize the value of chaplaincy across the school and university sectors, in particular where these link directly with local churches. Chaplaincy assistant church/school commitment within PP was reviewed with a 50/50 time split across church and school agreed. Such work within CE high schools across Bolton deanery continued to feed directly into local church youth groups and the gathering of said groups for a joint annual weekend event, 'Catalyst' is now established practice. Thirty young people from local parish youth groups joined together for a residential to focus on 2 key themes.

1. Life in all its fullness (John 10:10)
2. Do not conform to the pattern of this world (Romans 12:2)

A few young people have taken on leadership roles within such groups as they grow in their discipleship. Likewise, the annual Finnish confirmation camp at Scargill House provided opportunity for a couple of our youth to develop and deliver their leadership capacities. Others are involved as young leaders within local church youth groups. Training in how to establish and lead Youth Sacred Spaces took place with an accompanying Padlet (online) resource being made available. The MDGF deanery hubs also created a platform to explore Youth Sacred Spaces. Consequently, there has been significant growth in this area with new Sacred Spaces set up in Bury and Rossendale as well as Manchester South and Stretford, alongside others across the diocese being in the pipeline. University chaplaincy was reviewed considering the closure of St Peter's House, Manchester. A revised vision for distinctly missional chaplaincy was established and the post of Lead Chaplain for the 3 Manchester Universities recruited to. We look forward with anticipation to the growth and fruit of this work as local churches are encouraged to partner in the vision.

Priorities for 2025 and Progress (Continued)

2. **Develop the distinctive Christian character of CE schools across the diocese.**

Ensuring that:

- The 2023 Manchester Diocese RE syllabus is fully embedded in schools
- CE schools' vision is theologically rooted and appropriate to context
- Collective Worship is inspiring, inclusive and invitational as well as meets national expectations

Since September 2024 all Voluntary Aided CE schools across Manchester Diocese have been required to use the new Diocesan RE syllabus. Support for the new syllabus continued with subject enhancement videos having over 200 views and being used frequently as part of school inset sessions. SIAMS inspection reports have frequently positively recognised the impact of the syllabus on the breadth and content being taught in RE. Some comments are particularly encouraging:

- ***'Through their religious education (RE) lessons, students gain substantial factual knowledge about religion and worldviews. This equips them with a strong grasp of a rich and varied subject vocabulary.'***
- ***'The religious education (RE) curriculum is rich and creative. This enables pupils to explore and develop a deep and respectful understanding of world religions, including Christianity. As a result, pupils use RE as a safe space to explore and express their own personal viewpoints and beliefs.'***
- ***'Pupils value the creative and inspiring religious education (RE) curriculum. Training is of the highest quality and supports teachers to deliver innovative lessons. This leads to good progress for pupils, including those with special educational needs and/or disabilities.'***
- ***'Religious education (RE) is central to the curriculum for students at all key stages. As a result of carefully considered programmes of learning, RE excites and challenges students in their thinking. Teachers provide a safe environment in which to explore religions and worldviews.'***

However, it is clear there remains a need for further embedding of the syllabus within a number of schools. Several schools had areas of development specifically around RE.

- ***'Provide meaningful opportunities in RE for students to deepen their exploration of how faith influences believers' lives, worship and experience. This will enable them to apply their significant factual knowledge, heighten their understanding and appreciate diversity in religious practice.***
- ***'Successfully implement the new religious education (RE) curriculum. In this way pupils will develop a deep, progressive understanding of a range of diverse religious and non-religious worldviews.'***
- ***'Further embed the new religious education (RE) curriculum so that pupils deepen their appreciation of Christianity as a living, world faith.'***

Priorities for 2025 and Progress (Continued)

The comprehensive programme of continuous professional development (CPD) continues to benefit schools with over 85% of CE schools across MDBE accessing more than 1 training opportunity throughout 25. The range of courses offered involved looking at 'spirituality in a CE school context', 'using Floorbooks as an assessment in tool for Early Years RE' and 'Understanding Christianity Refresher'. RE development days covering Effective RE, Quality RE, RE Beyond Expectations were very well received. Such training recognised the needs of the non-specialist RE teachers and leads, predominantly across primary schools. An additional development day focusing on SEND support and adaptation has been added to the 2025-26 programme. To recognise the commitment of RE leads to their development a Diocesan Certificate for RE Leadership has been developed and will be launched during academic year 2025-26.

Throughout the year work was undertaken to support school leaders and governors to reflect on their vision and ensure it was both appropriate to the individual school context as well as theologically rooted. During 2025 22 schools received a SIAMS inspection. All resulted in the judgement that each school ***'is living up to its foundation as a Church school and is enabling pupils and adults to flourish.***' Strengths included:

- ***'The school curriculum is shaped by the Christian vision and ensures barriers to learning are swiftly identified. As a result, pupils flourish academically and spiritually, gaining hope and aspiration for the future.'***
- ***'Positive relationships contribute significantly to a climate in which adults and pupils know they are cared for. A strong emphasis on wellbeing empowers pupils and adults to overcome any obstacles or barriers they may face.'***
- ***'The Parable of the Mustard Seed, which inspires the Christian vision, underpins the curriculum. Leaders have shaped it carefully to enable pupils to flourish spiritually, make meaningful connections and learn well. The supporting Christian values suit the context of the school and promote pupils' ambitions.'***
- ***'Nurturing care and the focus on wellbeing is tangible. It is an effective outworking of the school vision of 'love God, love yourself and love your neighbour.' Pupils are encouraged to love themselves and relationships are supportive.'***

There continued to be a focus on CE schools being distinctly Christian in all aspects of policy and practice with MDBE support offered for ethos/values groups, RE teaching, vision, policies, including admissions, Collective Worship resources as well as through the work of the Shades team. The establishment of new worshipping communities involving both church and school reflects the work of PP, MDGF and Children and Youth Officers. Training for Collective Worship (CW) continued and built on the earlier CPD session with an advanced session developed and delivered. In response to

Priorities for 2025 and Progress (Continued)

need identified during training a Collective Worship guidance document and accompanying resource, 'RIPPLE' is to be released early in September 2025. Curates also received training on how best to support CE schools through governance as well as CW and RE delivery.

3. **Develop governance across maintained and academy schools within the diocese.**

Ensuring that:

- Senior leaders are equipped to lead in a CE school
- Senior and middle leaders have access to and make effective use of National Professional Qualifications
- Senior leaders have a high level of Biblical literacy

Progress: Throughout 2025 MDBE worked alongside senior leaders in school to support and equip them to enable them to fulfil their roles. 17 new headteachers took up post during the year. Visits from the Director and senior DBE staff welcomed them to their roles, outlined support available and signposted further diocesan involvement as appropriate. It is interesting to note that since 2022 we have seen similar numbers of new head teacher appointments annually, meaning at least a quarter of headteachers in CE schools across MDBE have 3/fewer years' experience in the role. October 2025 saw the Headteacher induction programme begin with a commissioning service at Manchester Cathedral where Bishop Mark Davies, as chair of MDBE, blessed each person's ministry. Induction sessions provided a safe space for new Headteachers as well as peer support for learning. Support for school leaders, emerging and current, continued through delivery of the National Professional Qualifications (NPQs) which MDBE run on behalf of National Society. During 2025 the following courses ran. The programme was expanded to cover staff within Liverpool schools, in partnership with Liverpool Hope University who acted as facilitators for the Special Education Needs Co-Ordinator (SENCO) NPQ.

Priorities for 2025 and Progress (Continued)

NPQ Course 2024 - 25	Nos Participants
Senior Leadership	39
Headship	56
SENCO	104
Leading Behaviour and Culture	25
Leading Teacher Development	16
Leading Primary Maths	14
Leading Teaching	35
Total participants to date	289

The Christian Leadership Programme, run in conjunction with the other 5 North West dioceses is always rewarding to be involved in. Canon Jill Pilling continued as tutor on behalf of MDBE throughout 2025. The programme culminated in a celebration service at Liverpool Cathedral. Reflections from the programme include such statements as:

- ***'Being on this course has literally been life-changing; I've made life-long friends, discovered myself and altered my approaches to leadership.'*** Although available to any senior leaders, we continue to target those within 2 years of new headship, in particular any who have not had previous senior leadership experience in a CE school, as well as aspiring headteachers.

Support in advance of SIAMS inspections was offered for all senior leaders in schools due to be inspected between Sept 2024 – July 2025. These consisted of bespoke 1:1 conversations, visits and training as appropriate. Discussions and training regarding theological underpinning of the Christian vision remained a helpful part of the support offered. A small cohort of leaders completed The Bible Course for Leaders, recognising how much this helped develop their Biblical literacy, knowledge and thinking.

- ***'As Headteacher, I recently completed The Bible Course and can wholeheartedly recommend it as an invaluable training tool that school staff members would find both spiritually enriching and practically beneficial. It provides a comprehensive and accessible overview of the Bible, revealing the Bible not as a collection of disjointed books, but as a single, coherent narrative. By tracing the chronological journey of its key events and characters, the course clearly illustrates how each component fits into "one big story": enlightening for those with some prior***

Priorities for 2025 and Progress (Continued)

knowledge and really accessible for newcomers. The content is directly aligned with and supportive of our delivery of the diocesan syllabus. The deepened understanding of biblical themes that I have gained, has supported me in leading and participating in collective worship and in supporting my staff team to do the same. I believe this course is a useful and worthwhile investment for every member of staff.'

The benefits of undertaking this course to leaders' subject knowledge and understanding are recognised and as a result the content and sessions will be integrated into Headteacher induction programme from September 2025.

Termly Headteacher and Chairs of Governor meetings continued to be popular and well attended. These took place both virtually and in person. They provided a platform for communicating updates, responding to need and a time to encourage. Alongside this the Annual Schools Conference, 'Flourishing Leaders, Flourishing Schools' took place at Manchester Monastery in October 2025. 180+ attendees heard from a range of inspiring speakers, including Leora Cruddas, CEO of Confederation of School Trusts and Contender Charlie, a leadership training company. We considered how we can sustain and strengthen ourselves as leaders so that we too flourish. We reflected on what the word flourish means to us as leaders and looked at leadership lessons from Shakespeare's Henry V.

4. **Develop governance across maintained and academy schools within the diocese.**

Ensuring that:

- Ex Officio governors/substitute Ex Officio and Foundation governors are equipped to support CE schools
- Academy members, trustees/directors and Local Advisory Boards understand their respective responsibilities in sustaining the distinctive Christian character of CE schools

During 2025 meetings were held with Archdeacons to review needs for substitute ex officios. Where possible these are recruited to from curates or PCC members. At times such vacancies presented challenges, especially where a period of interregnum was taking place or where there were no plans to recruit to a parish post. Schools remained anxious where there was no Ex Officio governor in place. The DBE also appoints a diocesan foundation governor to each maintained school. By the end of 2025 29 diocesan foundation governors were appointed/reappointed. Vacancies remained higher than we would like with 14 schools/8% of diocesan foundation governor posts currently vacant. We would love to get such vacancies down to below 5%.

Work with governing bodies included advising on admissions, complaints procedures, Headteacher and Deputy Headteacher recruitment, school organisation and acting as an external adviser for Headteacher performance management processes. Several governing bodies had a Diocesan

Priorities for 2025 and Progress (Continued)

Schools Adviser assigned to them as an Associate Member. This is so that they could more closely offer support, model expected governor practice and further develop capacity within governing bodies. Such arrangements are reviewed annually on a case-by-case basis. Where there were disputes/complaint situations within school leadership MDBE offered a listening ear, support, including signposting to other useful support/bodies such as National Governance Association and guidance. Such work was undertaken in collaboration with Local Authorities. We are thankful that these situations remained rare within CE schools, whilst recognising they do occur at times.

As Diocesan Corporate Member on Multi Academy Trusts (MATs) the director continued to be involved in approving the appointment and reappointment of MAT trustees, on behalf of MDBE. During 2024-25 we will be piloting the Flourishing Leaders for Trustees programme, established by National Society, with 2/3 MAT trustee bodies. The hope is this will be expanded to include all CE MATs within MDBE over the following 3-5 years, once the pilot has been completed.

All continuous professional development (CPD) sessions offered by MDBE were accessible to governors, trustees and members. Sessions appropriate for governors included:

- What does admissions consultation look like?
- What makes church schools different?
- What is effective RE?
- What does an effective RE link governor do?
- What makes an impactfully theologically rooted vision?

However, there is a recognition that further engagement from governors could be developed. To that end future sessions will explicitly recognise and address governance needs as appropriate.

It remained important to MDBE that CE schools across the diocese wanting to convert to academy status only joined a CE MAT in line with their foundation document/trust deed. The Director periodically met with the CEOs of CE Multi Academy Trusts (MATs) within MDBE. Such meetings were useful to understand trust priorities, growth strategies and any issues MDBE could support with. Where schools were requesting permission to become an academy and join a MAT they were supported through this process by either the director or a member of MDBE team. During 2025 5 schools gained MDBE permission to convert. 8 schools converted and became academies with others being part way through the process.

- St Stephen's CE Primary, Audenshaw gained MDBE permission to join Forward as One CE MAT
- St Margaret's CE Primary, Heywood gained MDBE permission to join Bishop Fraser Trust
- Walmsley CE Primary gained MDBE permission to join Bishop Fraser Trust
- Christ Church CE Primary Ainsworth gained MDBE permission to join Sycamore CE MAT
- Turton and Edgeworth CE / Methodist Primary gained MDBE permission to join Bishop Fraser Trust

Priorities for 2025 and Progress (Continued)

The following schools converted to an academy and joined a CE MAT:

- Bolton Parish CE Primary converted to an academy joining Archbishop Temple MAT
- St Paul's CE Primary, Oldham converted to an academy joining Crompton House MAT
- St James CE Primary, Oldham converted to an academy joining Crompton House MAT
- St Thomas CE Primary, Newhey converted to an academy joining Forward as One CE MAT
- St Luke's CE Primary, Weaste converted to an academy joining Thrive CE MAT
- St Mary's CE Primary, Balderstone converted to an academy joining The Watergrove Trust
- St Matthew's CE Primary, Chadderton converted to an academy joining Cranmer Education Trust
- Holy Trinity CE Primary, Dobcross converted and joined Crompton House MAT
- Middleton Parish converted and joined Forward as One MAT

The following were granted MDBE permission to convert and continue through the process, however neither have converted as yet.

- Stansfield Hall CE Primary wish to join Watergrove MAT
- Blackrod CE/Methodist Primary wish to join Forward as One CE MAT

5. Develop racial justice strategy for Diocesan Board of Education

Ensuring that:

- Actions identified within 'Lament to Action'(2021) are addressed
- All staff have access to national DEI initiatives and programmes
- Children and young people understand racial justice

With the publication of Lament to Action (2021), dioceses and DBEs were encouraged to address 5 areas, including (1) participation, (2) education, (3) training and mentoring, (4) young people and (5) structures and governance. MDBE racial justice strategy focusses on working with children and young people, school staff, church volunteers and clergy through the work of the Shades project. Over 900 children and young people, including more than 30 schools, engaged with elements of the project such as Collective Worship sessions or the Black History and Faith tour. Within Bolton, where Shades was more established as part of PP, 21 schools engaged with the Shades Black History and Faith tour. We saw significant growth in numbers of children and young people (over 100 pupils) who acted as Shades ambassadors, through Shades groups promoting Shades values within both schools and churches.

Priorities for 2025 and Progress (Continued)

By the end of 2025 21 schools were involved in collective worship sessions linking racial justice and faith followed by the delivery of 22 Shades workshops. As a result, Shades ambassadors in many of our schools led on this work, alongside school leaders. Through the Shades Black History and Faith Tour many children, young people and staff were able to explore racial justice and faith. As a result of Shades days held in school pupils reported how the experience led to increased knowledge and understanding and reflected on their future actions:

- ***I've learned that racism is a major thing not a minor.***
- ***I have learned that you need to be yourself.***
- ***I've learned to ask questions as long as it's not rude.***
- ***I have learnt about the N-word history, and I will stop it by speaking and using my voice to speak up.***
- ***I learnt new hair names.***
- ***I didn't know about the Windrush.***
- ***I can learn how to be a role model and tell people not to be racist.***
- ***I will stand up to racism and talk about how racism affects Black people.***
- ***This lesson has made me learn that you always use respect to every person.***

During 2025 staff/clergy attended a Train the Trainer Shades session as well as schools and churches attending a Shades webinar. Feedback has been overwhelmingly positive with participants recognising the following impactful parts/learning from such sessions:

- ***The project aims: to educate, develop understanding, a sense of belonging, a strong sense of racial identity and to remove racial barriers to children experiencing faith in schools***
- ***I joined the session with some of our senior leaders. The opener reminded us of why racial justice is everyone's priority, specifically, the points you made regarding the importance of being active allies.***
- ***Those statistics about the felt impact of racism on global majority children in our schools. And the testimony at the end by the boy who felt God answered his prayers through the group.***
- ***The impact that Shades education can bring to both school and local churches/community. Engaging students to give them a real and purposeful voice.***
- ***The links to safeguarding were really interesting, as this is not an area usually discussed when looking at safeguarding.***
- ***It was also a reminder that students need to see themselves represented and areas in school are vital to this such as through curriculum, when looking at careers and role models, visitors we bring into school, even the mannequins used to model uniform and within the onsite Hair and Beauty Salon.***

Priorities for 2025 and Progress (Continued)

One school noted that racist incidents in their school had significantly reduced from 15 to 1 since the Black History and Faith Tour and a safe space workshop took place in school. Another high school pupil reflected following attending a collective worship as part of the Black History and Faith Tour:

"The assembly given by the Shades project was outstanding. The message portrayed through it was powerful and truly taught me a lot about stereotypes aimed at different cultures and communities, and what we as young people can do to prevent them. We live in a world with many different people, with each person having a unique feature to themselves, making everyone special. With harmful heretics and false labels gone, we can use our words to empower friends, family, and those around us, which I think is an amazing goal to strive for as a project, and I know it can be achieved. As a Deputy Head Ambassador of my school, it is imperative I take care of and acknowledge all students at xxxxxxx. The assembly allowed me to reflect on how I can improve acceptance within our school community or grow as a person, even by simply saying 'how are you' to someone who seems upset. This topic can be very difficult to explain to young pupils, but the Shades project has made an amazing impact within our school and town. With enough support—not only by listening but by further acting on it—we can spread this amazing message throughout the world and care for everyone, no matter race, ethnicity, or appearance."

Despite such good news stories there remains much to be done to address areas identified within 'Lament to Action.' Applicants for school leadership positions remain very low from those of Global Majority Heritage. MDBE promotes national programmes to target such future leaders although numbers of participants from within MDBE are less than 5. The new Flourishing Leaders programmes from National Society include one for developing Leaders of Equality, Diversity, Inclusion and Justice. We are hopeful we will recruit a small cohort. We were delighted to receive funding as part of the Diocesan Racial Justice project that enabled us to expand the Shades team and develop work more widely across the diocese. During 2025 we saw the team grow by from 3 to 6 members. With the expansion of the Shades team we were able to develop the work across the diocese. Resources to support schools and churches with racial justice and faith are currently being produced with the Shades 'It's not alright' film resource released October 2025, a language workshop resource was available from September 2025 as well as a collective worship series for primary/secondary schools.

Priorities for 2025 and Progress (Continued)

6. Develop a net zero carbon strategy for the school estate

Ensuring that:

- Opportunities for schools to become more energy efficient are promoted and adopted by maintained schools and academies
- Children and young people are involved in opportunities towards net zero carbon targets
- Resources to promote net zero targets are prioritised

Progress: During 2025 MDBE worked alongside schools to develop the school building estate. We promoted an approach of 'fabric first' in order to prioritise energy efficiency. This included upgrading windows to triple paned glass as it is UV protected, installing extra loft insulation and LED lighting. MDBE continued to hold the view that heat decarbonisation pumps are not always possible or cost effective, especially in ageing buildings.

- Monies spent included:
- £55,215 on LED lighting
- £1,173,719 on upgrading water heating
- Fabric sealing including £1,060,587 on roofs; £ 242,323 on windows and other fabric related projects
- £5,532 on forest school developments
- In the Summer 2025 works were carried out at Godfrey Erman CE Primary School at a cost of £527,712 to replace the roof, add increased insulation in the loft and to instal solar panels.
- During 2025, and as a direct result of RAAC within several MDBE schools, 4 new school buildings are in the early stages of being planned. All Saints CE Primary, Newton Heath; St Andrews CE Primary, Over Hulton; Canon Slade High School and St James CE Primary, Daisy Hill are to be rebuilt according to the latest eco and heat decarbonisation targets. We continue to work with the DfE on these.

Our schools are often leading the way regarding net zero carbon work. Recent examples include:

- A partnership between City of Trees project and St Augustine's CE Primary, Pendlebury resulted in pupils planting trees in the local environment, nurturing their green skills, whilst also boosting their wellbeing, developing their love of nature and making their local community greener.
- Canon Burrows CE Primary created an eco-prayer garden.
- Children at St Anne's CE Primary School took part in an Easter experience forest school style in the forest school area. They visited various stations where they experienced Jesus' last week on earth. Children were invited to partake in a simple Eucharist by receiving bread and

Priorities for 2025 and Progress (Continued)

wine. At each station children collected a letter, Easter hunt style, which created an Easter phrase: 'He is Risen!'.

MDBE facilitated £115,000 in green grants to schools as a way of prioritising net zero carbon targets. We also worked with the Public Sector Low Carbon Skills Fund allocating £330,000 to carry out in-depth surveys in order to prepare for larger decarbonisation plans.

Working with MDBF the Buildings' Officer contributed to the Diocesan Environmental Working Group, reporting on heating systems in schools and the fabric first approach promoted by MDBE as examples of good practice. As part of the Diocesan Net Zero Senior Officers group we shared information regarding MDBE work on the Low Carbon Skills Funding and Public Sector Decarbonisation Scheme with Greater Manchester Combined Authority. Through this work we were informed the local authority is providing funding for solar panels in at least one of our schools. A priority for MDBE remains that all voluntary aided schools have a 5-year plan to continue to improve the fabric of the building. Working with their assigned building consultants MDBE continued to encourage schools to consider and prioritise work to reduce carbon admissions.

The Planet Savers Award continued to successfully engage both schools and pupils involved in considering applications. 2025 saw 4 schools submit applications with pupils judging 2 (All Saints CE Primary, Hamer and St Margaret's CE Primary, Hollinwood) to be worthy of the award, 1 needing more work and the other lacking in evidence. Once again, their commitment to the task of judging was considerable and they were unwavering in applying the following qualifying criteria for the award.

Applications MUST have shown evidence of the impact of the following:

1. A pupil eco group in school
2. A named 'eco governor' who worked with the eco group and raised eco issues at governing body meetings
3. A completed Church of England Energy Footprint Tool
4. Registering the school with an eco schools account and have begun the process of working towards Eco Schools Green Flag Accreditation
5. Recycling throughout the school as well as projects to encourage more recycling at home and within the community
6. Encouragement of care for wildlife, planting trees, vegetables etc in school
7. Reduction of litter around school
8. Reduction of plastic usage, especially bottles
9. Developing eco links/projects between school and church.

Other Activities

School improvement

MDBE officers continued to meet with local authorities to identify and plan intervention/support in schools as appropriate. Forty-three SIAMs inspections took place between January – December 2024. All schools inspected were deemed to be 'living up to its foundation as a church school.'
Between January to December 2025 thirty Ofsted inspections took place. Nineteen were section 5 with the remainder being section 8. A new inspection framework was launched in the latter term of the year with grades changing to Exceptional, Strong Standard, Expected Standard, Needs Attention and Urgent Improvement with all inspections being 2 day Section 5 inspections.

Self-employed Diocesan Schools Advisors were commissioned, on a sessional basis, to support school leadership and management as appropriate to need.

School buildings

The BOE continued to support the management of the school estate following the principles of the DfE Good Estate management for Schools (https://www.gov.uk/guidance/good-estate-management-for-schools/the-fundamentals-of-good-estate-management). In the Manchester Diocese the school estate equates to 70+ Voluntary Aided schools and 100+ Voluntary Controlled, Foundation or Academies. During 2023-2024 the Capital Building's Officer managed the School Condition Allowance (SCA) bidding process of the BOE. Work towards applying the Board's Environmental policy was actioned and the majority of our schools now possess a heat decarbonisation plan. Issues with RAAC in school buildings continue with mitigation works having taken place however 4 schools are in scope for full school rebuilds.

2025 SCA Programme of works

In liaison with our School Building Consultants, over 60 bids were assessed with 23 projects being approved. These are listed below in summary form at an overall cost of just over £3.4m. Several of the bids not approved as part of the SCA programme were approved with use of DFC. The vast majority of the approved projects are made up of condition work and the list is based on the Board's priorities of ensuring schools remain safe, dry and warm.

2025 SCA Programme of works continued

School Code	School	Works Agreed
M0070	St Peter's CE Primary School, Farnworth	Lath and plaster removal
M0095	St Thomas CE Primary School, Chequerbent	Roof replacement phase 2
M0130	St Andrew's CE Primary School, Radcliffe	Roof repair works
M0135	St Hilda's CE Primary School, Prestwich	Replacement to teaching room canopy
M0150	St Mary's CE Primary School, Prestwich	Heating upgrades (phase 1)
M0175	St Anne's CE Primary School, Edgeside	Ks1 modular building replacement - new build classroom
M0185	All Saints CE Primary School, Newton Heath	Assembly hall roof
M0205	St Mary's CE Primary School, Moston	Heating distribution
M0250	St Anne's CE Primary School, Royton	Damp ingress remedials
M0260	St Hilda's CE Primary School, Northmoor	Replacement glazing - phase 1
M0295	St Martin's CE Primary School, Fitton Hill	Junior boys' and accessible toilets and staff toilets
M0325	St Thomas' Leesfield CE Primary School	Safeguarding - school site fencing
M0380	St Michael's CE Primary School, Bamford	Fire & electrical replacement works
M0390	Godfrey Ermen CE Primary School	Roofing works
M0415	St Peter's CE Primary School, Swinton	Boiler replacement & PV provision
M0420	St Philip's CE Primary School, Salford	Kitchen refurbishment and gas safe works
M0440	Holy Trinity CE Primary School, Ashton-under-Lyne	Bell tower and roof repairs
M0450	St Mary's CE Primary School, Droylsden	Phase 2 glazing replacement
M0480	Christ Church CE Primary School, Pennington	Drainage repairs
M0515	Westleigh St Paul's CE Primary School	Roofing works (phase 1)
M0522	Leigh St Peter's CE Primary School	Asbestos removal & enlargement of school car park

2025 SCA Programme of works continued

M0535	Astley St Stephen's CE Primary School	Roofing works (phase 1)
M0285	St Luke's Chadderton CE Primary School	Boiler Replacement

Financial Review

Public benefit

The trustees confirm that they have complied with the duty under section 4 of the Charities Act 2006 to have due regard to the public benefit guidance issued by the Charity Commission.
The charity is constituted in accordance with the Diocesan Boards of Education Measure 2021, it is a body corporate and a Director of Education is appointed as its secretary.

The MDBE's statutory functions are to:

- Promote, or assist in the promotion of education in the Diocese which is consistent with the faith and
- Practice of the Church of England. It does so by sustaining or growing the proportion of CE places in each local authority (there are approximately 64,000 school places in 193 schools).
- Promote, or assist in the promotion of, religious education and collective worship in CE schools in the Diocese. It does this through responding to curriculum developments, advising schools of such, providing an RE scheme for VA schools that academies often choose to also use, hosting RE hub meetings, providing advisory visits to schools by an RE specialist and having diocesan representation on local SACREs.
- Advise the governing bodies of CE schools 'on any matter'. It does so by advising the leadership and management of those schools on a range of matters such as academy development.
- Co-operate with local authorities and other bodies. It does so by meeting regularly with eleven local authorities to identify schools needing support and agreeing strategies to support development in said schools.
- In addition, the MDBE supports work with children and youth in parishes and the Diocese as a whole, as well as supporting chaplaincy provision in the three universities. CE schools, colleges, universities and parishes themselves are open to all those who apply and, in some schools and universities, meet the admission criteria. The CE schools in the Diocese meet the needs of all those who attend, without fear or favour, and whether they are of the Christian faith, other faiths or no faith.

Financial Review (continued)

Income and Expenditure

Total incoming resources were £0.865m (2024: £0.803m) and total resources expended were £1.055m (2024: £0.702m) resulting in net expenditure of £0.19m (2024 net surplus: £0.102m

Balance Sheet

Overall, the value of the balance sheet has decreased during the year by £0.444m. Key movements in the year included an unrealised loss on investments of £0.254m and reduction in cash balances of £0.17m.

Reserves Policy

The reserves held by the MDBE are mostly restricted, held for the provision of support for schools, using the income generated for staffing and running costs, and capital and other grants. They have arisen primarily from the proceeds of former school sites, interest and investment gains thereon and their use is therefore restricted under S554 of the Education Act 1996. In addition, the MDBE has generated other sources of income from its activities, which are unrestricted. These have been used to support the work of the MDBE.

The Statement of Financial Activities (SOFA) for the year shows net expenditure of £190,087 (2024: net income of £101,885) before net gains and losses on the revaluation of investments. The level of restricted reserves at the year-end was £6,299,064 (2024 - £6,780,457) and of unrestricted reserves was £812,362 (2024 – £775,400). The MDBE has a policy to maintain at least three months' revenue commitment as a working reserve. At the year-end unrestricted reserves were £812,362, which equates to over twelve-months expenditure. The Trustees are consequently satisfied that an appropriate level of unrestricted reserves are held. The company holds fixed asset investment within restricted funds. The unlisted investments provide investment income. As these are restricted funds, these are not included within the general unrestricted funds.

The Financial Statement illustrated a deficit (before Investment losses) of £190,087. There has been an unrealised loss on Investments of £254,344 making the company's overall position a net deficit of £444,431. The total Reserves on 31 December 2025 now stand at £7.111m (2024: 7.556m).

Going Concern

We have made an assessment of the Charity's ability to continue as a going concern for a period of at least twelve months from the date on which the financial statements were approved for release.

Having performed our assessment we were able to conclude that the Charity is able to continue to operate as a going concern and that it is appropriate to prepare the financial statements on a going concern basis.

In making our assessment we did not consider there to be any material uncertainty relating to events or conditions that individually or collectively may cast significant doubt on the Charity's ability to continue as a going concern.

Investment Objectives

The principal objectives the Diocese has for its investment portfolio are:
1. To hold the investments for the long-term, at least maintaining their real value after accounting for inflation, acknowledging that there may be short-term volatility in market values.
2. To generate a consistent and sustainable return to fund annual expenditure.
3. To deliver these objectives with an acceptable level of risk and cost.

In accordance with the Memorandum and Articles of Association, the Trustees have the power to invest funds not immediately required in such investment securities or property as may be thought fit by them. The MDBE holds long term surplus funds, which are invested in a broadly based ethical investment fund, and this is currently through the CBF Investment Fund, managed by CCLA. The bid value of these investments decreased by 4% (2024: increased by 2.29%) Dividends receivable amounted to £178,624 (2024: £173,424). The total value of investments (excluding short-term cash deposits) at 31 December 2025 was £6.108m (2024: £6.362m). BOE only holds investments in CCLA's Investment fund. As at 31st December 2025, these were valued at £6.108m at 31 December 2025 (2024: £6.362m).

The yields from the investment fund are as follows:

- CCLA Investment Fund 2.92% (2024: 2.73%)

Funds which may be needed for working capital in the short term are held as deposits with the Central Board of Finance and on the short-term money markets.

Structure and Governance

Taxation

The MDBE is a Registered Charity (No. 530002) and as such is not liable to UK Corporation Tax on its charitable activities.
The Trustees have prepared this report in accordance with the special provisions of the Companies Act 2006 relating to small companies.

Member Recruitment, Induction and Training

1. The MDBE is governed by the Diocesan Boards of Education Measure 1991 and subsequent 2021 Measure, as amended by the Education and Inspections Act 2006 and the Manchester Diocesan Board of Education Order 2011.
2. Members of the Board are appointed or elected within the terms of the Manchester Board of Education Order 2011, i.e. either by (a) the Diocesan Bishop or (b) the Diocesan Synod for Archdeaconry members or (c) the MDBE itself, using the relevant power of co-option. Elections are held each Synod triennial period.
3. The roles and responsibilities of Trustees are described and explained at the first meeting of a new board in a specific induction programme. In addition, further training of Trustees is arranged in relation to education policy development.
4. Members who serve on specific sub-committees and working parties are given training and briefing in these areas e.g. the short-life Investment Sub-Committee, but many are already expert in these fields and selected for this reason.
5. The MDBE itself is responsible for policy decisions and statutory functions in relation to Church of England schools, and monitoring and evaluation of its policies and purposes.The Director of Education published the statutory Annual Review and Report to Diocesan Synod in November 2025.

6. The membership of the MDBE during the period from 1 January 2025 to date of this report is as follows:

   Chair: Rt Revd M Davies, Bishop of Middleton
   Ex Officio: Rt Revd D S Walker, Bishop of Manchester
   Company Secretary: Deborah Smith

Structure and Governance (continued)

Appointed by Bishop

The Rt Revd M Davies

Ms Hilary Henderson

Co-opted Members

Mrs Karen Sudworth

Mr Gareth Ellswood

Mr Eliot Costa-Walker– Resigned 31st December 2025

Tuesday Humby – From 23rd March 2026

Louise Loynes – From 23rd March 2026

Manchester Archdeaconry

Clergy: Revd Paul Hutchins

Lay: Canon Dr Addy Lazz-Onyenobi

Bolton Archdeaconry:

Clergy: Revd Adele McKie

Lay: Canon Jill Pilling

Rochdale Archdeaconry:

Clergy: Revd Kirsty Screeton

Lay: Ms Kathryn Hampson

Salford Archdeaconry:

Clergy: Revd Karen Owen

Lay: Mr Iain Hodcroft – To: 13th October 2025

The following Terms of Reference are agreed for the sub-committees of the Board:

Finance and General Purposes

Membership to include Chair/vice chair of BOE, 2 BOE members and 2 co-opted members
Meetings will be 3 times per year

Structure and Governance (continued)

To scrutinise the financial management of the board through:

- Approving annual budget
- Oversight of management accounts including income and expenditure
- Reviewing reserves and investments
- Agreeing Service Level Agreement contributions

To support human resource management through:

- Receiving staffing reports
- Approving changes to staffing as appropriate

To support estate management through:

- Approval of estate management priorities, associated costs annually including grants to governors towards contributions
- Receiving annual updates on academy estate management
- Approval of the arrangements for the disposal of redundant school properties

Schools Committee

Membership to include Chair of DBE, 2 BOE members and 2 co-opted members
Meetings will be 3 times per year

To promote church schools and receive advice on:

- Appointment of Multi-Academy Trust leaders in CE Multi Academy Trusts, Head Teachers, deputy Head Teachers, in CE schools
- School performance and support, specifically those categorised by Ofsted as below Good
- Appointment of governors to CE schools including information regarding training to support the distinctive Christian nature of CE schools
- Training and development of school leaders related to Religious Education and distinctive Christian character of CE schools
- Support provided to further develop church/school relationships
- Support provided for school organisation
- Support for school admissions
- Ofsted and SIAMS outcomes

Structure and Governance (continued)

The MDBE holds an Academies Committee to consider applications from CE schools for consent to apply for an Academy Order (Academy Act 2010 S 3 iv) or consent to amend the Articles of Association of an existing academy.

Academy Committee

Quorum of 3 members to include Chair/Vice Chair of BOE. Other 2 members will be either members of the BOE or Schools Committee
Meetings will be 3 times a year directly following BOE meetings. Further meetings will be arranged as necessary

To consider and resolve matters relating to:

- Application by a CE school to apply for conversion to academy status

Related Parties

Manchester Diocesan Board of Finance is a Charitable Company limited by guarantee, situated at St John's House, 155-163 The Rock, Bury BL9 0ND. The charity is connected to MDBE by virtue of the fact that the Manchester Diocesan Synod has the power to appoint the majority of the Committee of Management, constituting the Board of Directors for each charity.

The policies and activities of MDBE, within the framework of the Diocesan Boards of Education Measure 1991, as amended by the Education and Inspections Act 2006 and the Manchester Diocesan Board of Education Order 2011, reflect and contribute to the vision and mission of Manchester Diocese which is to be a worshipping, growing and transforming Christian presence at the heart of every community.

MDBE is a shareholder in the trading company, DBE Services Ltd, situated at DBE Services, Clayton House, Walker Industrial Estate, Walker Road, Guide, Blackburn, BB1 2QE.

MDBE's accommodation is provided by Manchester Diocesan Board of Finance, for which a rent is levied for use of building and services.

Structure and Governance (continued)

Higher Education

The work of the MDBE in relation to higher education is performed by chaplains based at the Universities OF Salford and Bolton. The chaplains also contribute to the BOE's annual report to Synod.

Custodian trusteeship

MDBE holds, as Custodian Trustee, for a number of Parochial and school funds, investments and bank deposits with an aggregate market value of £5,615,890 (2024 - £6,079,455) which are not included in the Statement of Financial Position. This includes monies from the Department for Education, which are held in individual accounts for schools for their building works. These investments are held on behalf of schools and parishes whose charitable purposes are similar to those of the MDBE. These assets are held securely and separately from those of the MDBE that is responsible for their safe custody.

Charity Governance Code

The Charity Governance Code was published to help charities and their trustees develop high standards of governance. The code sets out seven principles and recommended practice. Below are the seven principles with an explanation of how MDBE operates against these principles:

Organisational purpose

The organisational purpose of MDBE is clearly defined in statute and policy decisions made over time. It has identified clear aims under such duties and policies and measures outcomes against those aims. It has a strategic plan and works from a balanced budget with a consistent history of providing a secure financial platform for its operations.

Leadership

The Board provides effective strategic leadership in order to fulfil the purpose of the company and meet its objectives. Its remuneration policy is determined by the employer of officer, the MDBF.

Structure and Governance (continued)

Integrity

The Board acts with the integrity expected of the charity. Conflicts of interest are declared annually and before each meeting, and gifts and hospitality are recorded.

Decision-making, risk and control

Decisions of the Board are clearly articulated in papers and minutes, and counted votes where necessary. The Board receives a termly risk register and mitigation and control of risks are monitored. Board papers and minutes report movement in the risk register.
The Board does not have an Audit Committee, but it does have a Finance and General Purposes Committee which is separately chaired and meets in tandem with the Board.
Board membership combines representative interests with an appropriate skill mix at both Governing Body and sub-Committee levels.

Board effectiveness

The Board membership combines experience, new and renewed membership. It was 'modernised' through the Manchester DBE Order in August 2011 when membership numbers were reduced from a potential 32 to 12. Sub-committee structures are slim and terms of reference are clear. Meetings are scheduled for the triennium with clear rules about the timing of distribution of papers and minutes.
The Board accesses legal, financial and HR services, and financial colleagues form the DBF report to, and attend, relevant meetings.

Diversity

The Board includes members who are from different ethnic and gender backgrounds. Reasonable expenses are paid on an equitable basis to all who attend.

Openness and accountability

The Directors' Report includes a statement of public benefit. Its Minutes are scrutinised by the Bishop's Council. Remuneration details of senior employees are detailed within Note 16 of the 'Notes to the Accounts'.

Structure and Governance (continued)

Principle Risks and Uncertainties

The Trustees have assessed the major risks to which the charity is exposed, in particular, those related to the operations and finances of the MDBE and are satisfied that systems are in place to mitigate exposure to the major risks. A risk register has been a standard agenda item at all MDBE meetings since 2008, with the main ones detailed below:

Key Risks	Mitigation
Performance - Low school performance - Low inspection gradings for Ofsted & SIAMs	- Programme of comprehensive support for schools - Delivery of statutory obligations - Bespoke training and support available - DBE represented on support meetings within schools - Close relationships with MATs and LA officers for maintained schools
Financial - Declining levels of uptake of SLA - Disaffection with the SLA offer - Failure to manage within agreed budgets - Failure to maximise investment income	Medium-term financial planning, budgeting and monitoring - Disposal of closed schools, land and property - Reinvestment of surplus proceeds from property assets into managed funds - Oversight by F&GP Committee, with independent expertise - Direct engagement with schools about SLA offer
Governance - Lack of candidates for DBE governance - Failure to appoint CE MAT members/trustees of sufficient calibre - Lack of candidates for DBE appointed school level governance	- Careful planning of BOE & committee agendas to ensure meetings are relevant and interesting - Clear communication about BOE & committee agendas and decisions - Governance documentation for trusts updated in line with CE national updates - Training for BOE staff & members each triennium - Schedule of delegation regularly reviewed - Legal opinions on exceptional decisions - Succession planning for key roles - Flourishing suite of programmes including Flourishing Trustees to be piloted in 2026 to three CE MATs

Structure and Governance (continued)

Key Management Personnel

Key management personnel are deemed to be those having authority and responsibility, delegated to them by the Trustees, for planning, directing and controlling the activities of the MDBE All staff are employed by the MDBF and staff costs recharged to MDBE. The MDBF Staffing Committee acts on behalf of the Trustees on employment practice and development of human resources. The Committee reviews salaries in the MDBF and MDBE, and approves recommendations for salaries in relation to new posts or regrading of posts. The MDBF has a grading structure with 8 pay bands, within each pay band there are 3 increment points. Posts are allocated a grade with increments or a spot grade; some posts span two grades. The MDBF tracks market rates and occasionally takes part in national benchmarking data collection with other Diocese.

Third Party Indemnity Provision

Qualifying third party indemnity provision for the benefit of one or more directors (of the company or an associated company or of its directors) was in force during the financial year or even when the report is approved.

Trustee Responsibility for Financial Management

The Trustees are responsible for preparing the Annual Report including the Trustees' Report and the financial statements in accordance with applicable law and regulations.
Company law requires the Trustees to prepare financial statements for each financial year in accordance with United Kingdom Generally Accepted Accounting Practice (United Kingdom Accounting Standards and applicable law).
Under company law the Trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the charity and of the incoming resources and application of resources, including the income and expenditure, of the charity for that period.

In preparing these financial statements, the Trustees are required to:

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

Structure and Governance (continued)

The Trustees 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.

Financial statements are published on the charity's website in accordance with legislation in the United Kingdom governing the preparation and dissemination of financial statements, which may vary from legislation in other jurisdictions. The maintenance and integrity of the charity's website is the responsibility of the Trustees. The Trustees' responsibility also extends to the ongoing integrity of the financial statements contained therein.

Disclosure of Information to the Auditors

So far as the Trustees are aware:

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

In preparing the Trustees' Report, advantage has been taken of the small companies exemptions provided by section 415A of the Companies Act 2006.

Approved by the Board on and signed on its behalf by



MARK DAVIES
Director

Date: 14th July 2026

Independent Auditor's Report to members of MANCHESTER DIOCESAN BOARD OF EDUCATION

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

In our opinion, the financial statements:

- give a true and fair view of the state of the group's and of the parent charitable company's affairs as at 31 December 2025 and of the group's and parent charitable company's net movement in funds, including the income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion
We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the group 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 related 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. 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.
Other Companies Act 2006 reporting
In our opinion, based on the work undertaken in the course of the audit:

- the information given in the Trustees' Annual Report (which includes the strategic report and

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

Matters on which we are required to report by exception
In the light of the knowledge and understanding of the group and the parent charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the Trustees' Annual Report (which incorporates the strategic report and the directors' report).

We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 requires us to report to you if, in our opinion:
- adequate accounting records have not been kept by the parent charitable company; or
- the parent charitable company financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit.

Responsibilities of Trustees
As explained more fully in the trustees' responsibilities statement, the trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

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

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

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 charitable company and the environment in which it operates, we identified that the principal risks of non-compliance with laws and regulations related to safeguarding vulnerable beneficiaries, health and safety, and employment (including taxation), 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 Companies Act 2006, the Charities Act 2011, Church of England Measures and VAT law.

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, in particular journal entries posted with unusual account combinations, postings by unusual users or with unusual descriptions;
- 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 auditor's report.

Use of our report

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charitable company's members those matters we are required to state to them in an Auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and the charitable company's members, as a body, for our audit work, for this report, or for the opinions we have formed.



Adam Halsey (Senior Statutory Auditor)
For and on behalf of HaysMac LLP, statutory auditor
10 Queen Street Place, London, EC4R 1AG

Date: 14/09/2026

Hays Mac LLP is a limited liability partnership registered in England and Wales (with registered number OC423459).

STATEMENT OF FINANCIAL ACTIVITIES (including Income and Expenditure account)
For the year ended 31 December 2025

	Note	Unrestricted Funds 2025	Restricted Funds 2025	Total Funds 2025	Total Funds 2024
		£	£	£	£
INCOME AND ENDOWMENTS FROM					
Donations and Legacies	2	67,397	140,000	207,397	165,233
Income from Charitable Activities	3	355,625	-	355,625	319,026
Other Trading Activities	4	-	41,000	41,000	41,000
Income from Investments	5	-	261,286	261,286	278,386
TOTAL INCOME AND ENDOWMENTS		**423,022**	**442,286**	**865,308**	**803,645**
EXPENDITURE ON					
Charitable Activities	6	386,060	669,335	1,055,395	701,760
TOTAL EXPENDITURE		**386,060**	**669,335**	**1,055,395**	**701,760**
NET INCOME/(EXPENDITURE) BEFORE NET GAINS ON INVESTMENTS		**36,962**	**(227,049)**	**(190,087)**	**101,885**
Net gain/(loss) on investments	8	-	(254,344)	**(254,344)**	**142,360**
NET INCOME		**36,962**	**(481,393)**	**(444,431)**	**244,245**
NET MOVEMENT IN FUNDS		**36,962**	**(481,393)**	**(444,431)**	**244,245**
Balance brought forward 1 January	13	775,400	6,780,457	7,555,857	7,311,612
Balance carried forward 31 December	13	**812,362**	**6,299,064**	**7,111,426**	**7,555,857**

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

All incoming resources and resources expended are derived from continuing activities.

The notes on pages 40 to 54 form part of these financial statements.

STATEMENT OF FINANCIAL POSITION
As At 31 December 2025

	Note	2025 £	2025 £	2024 £	2024 £
NON-CURRENT ASSETS					
Tangible Assets	7		1		1
Investments	8		6,107,765		6,362,109
			6,107,766		6,362,110
CURRENT ASSETS					
Debtors	9	219,089		207,819	
Cash at Bank and in hand	10	1,389,852		1,559,828	
Closed School Bank Deposits	11	1,060,473		1,047,958	
		2,669,414		2,815,605	
CURRENT LIABILITIES					
Amounts falling due within one year	12	(1,665,754)		(1,621,858)	
NET CURRENT ASSETS			1,003,660		1,193,747
TOTAL ASSETS LESS CURRENT LIABILITIES			7,111,426		7,555,857
	13&14		7,111,426		7,555,857
CAPITAL AND ACCUMULATED FUNDS					
Unrestricted funds			812,362		775,400
Restricted funds			6,299,064		6,780,457
	13&14		7,111,426		7,555,857

The financial statements have been prepared in accordance with the provisions of Part 15 of the Companies Act 2006 relating to small companies.

The notes on pages 40 to 54 form part of these financial statements.

Approved and authorised for issue by the Board and signed on its behalf on 14th July 2026 by:





MARK DAVIES
Bishop of Middleton – Chairman

DEBORAH SMITH
Diocesan Director of Education and Company Secretary

CASH FLOW STATEMENT
For the year ended 31 December 2025

	2025 £	2024 £
Net Income for the reporting period (as per the statement of financial activities)	(190,087)	101,885
Dividends, interest from investments	(261,286)	(278,386)
Increase in debtors	(11,270)	(31,233)
Increase in creditors	43,896	279,541
Net cash (used in) operating activities	**(418,747)**	**71,807**
Cash flows from investing activities:		
Dividends and interest from investments	261,286	278,386
Proceeds from sale of investments	-	-
Net cash provided by investing activities	**261,286**	**278,386**
	(157,461)	**350,193**
Cash flows from financing activities:	-	-
Net cash provided by financing activities	-	-
Change in cash and cash equivalents in the reporting period	**(157,461)**	**350,193**
Cash and cash equivalents at the beginning of the reporting period	**2,607,786**	**2,257,593**
Cash and cash equivalents at the end of the reporting period	**2,450,325**	**2,607,786**

Cash and cash equivalents includes both Cash at bank and in hand and Closed school bank deposits. See accounting policy 1(e) for an explanation of the closed school bank deposits.

The notes on pages 40 to 54 form part of these financial statements.

NOTES TO THE FINANCIAL STATEMENTS
For the year ended 31 December 2025

1. ACCOUNTING POLICIES

(a) Basis of accounting

The financial statements have been prepared in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102), 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 (FRS 102) Second Edition effective January 2019.

(b) Incoming resources

Income is recognised when the charity has entitlement to the funds, any performance conditions attached to the item(s) of income have been met, it is probable that the income will be received and the amount can be measured reliably.

Income, other than interest arising from the sale proceeds of closed school sites, is included in incoming resources when receivable. Interest that is earned on the sale proceeds of closed school sites is recognised when the relevant sales proceeds are determined. Details of the sales proceeds and accumulated interest on sites awaiting determination are given in note 11 to the accounts.

(c) Resources expended

Resources expended include all expenditure directly related to the objects of the charity (in accordance with SORP 2019) inclusive of any VAT, which cannot be recovered. Grants to schools are considered on the facts of each individual case dependent on the availability of funds at the time. Costs arising from the organisation and running of the charity rather than its charitable objects are shown as governance costs.

(d) Uncapitalised Non-Current Assets

School sites and buildings for the 191 Diocesan schools are included on the Statement of Financial Position at an aggregate nominal value of £1. Additions by the Manchester Diocesan Board of Education to the existing school sites and buildings are written off in the income and expenditure account in the year in which they are incurred. The Manchester Diocesan Board of Education hold the majority of sites only as Trustees for continuing education in the appropriate parish and the Board does not have an absolute title. Sale proceeds will only arise in the event of the Secretary of State for Education agreeing to the closure of a school. The accounting policy in relation to closed school sites is as stated below. In view of the above, it is considered prudent not to include valuations for existing school sites as Non-current assets of this Board.

(e) Closed school sites

Sales proceeds of closed school sites and buildings attributable to the Manchester Diocesan Board of Education (once the correct legal destination of the proceeds has been resolved) are shown in the Statement of Financial Activities on page 39. Until such time as the Board has received the appropriate statutory approvals, proceeds are included in the Statement of Financial Position as a liability (note 11). Only a portion of the sales proceeds will accrue to the Manchester Diocesan Board of Education in due course and it is not possible to predict the value of such proceeds.

NOTES TO THE FINANCIAL STATEMENTS (continued)
For the year ended 31 December 2025

(f) Staff pensions

The Board of Education previously contributed to the Church of England Defined Benefits Scheme (DBS) for staff that is administered through the Manchester Diocesan Board of Finance. The scheme is a multi-employer pension scheme and it is not possible to identify the assets and liabilities of the scheme, which are attributable to the Board. Therefore, in accordance with FRS 102, payments to the scheme are accounted for as for defined contribution schemes and the Board accounts for pension costs based on contributions payable to the scheme in the year. Details of the scheme are given in note 18 to the accounts. The contributions due for the year are disclosed in note 16.

(g) Investments

Investments are shown at their bid value on the date of the Statement of Financial Position. Investments held by the Board as custodian trustee are not included in these accounts (see note 19).

(h) Agency arrangements (Maintenance Scheme Accounts Receivable and Payable)

The charity acts as agent in the collection of grants from government, local authorities and other funds, and payment of approved invoices for school building projects on behalf of certain Church of England schools in the diocese. This income and expenditure is excluded from the income and expenditure of the charity and any balances due from or held on behalf of schools are shown within Accounts Receivable and Payable.

(i) Fund accounting

Funds held by the company are either:

Restricted funds - Funds which may only be used for specific purposes imposed by the settler, donor or legislation.

Unrestricted funds - Funds which may be used for general purposes without any external restriction.

(j) Legal Status of the Trust – The Trust is a company limited by guarantee and has no share capital. In the event of the charity being wound up, the liability in respect of the guarantee is limited to £10 per member of the charity.

(k) Investment in DBE Services - The MDBE owns 16.7% of the ordinary share capital of DBE Services Ltd and is included at cost. Any surplus share is accounted for in the year it is received.

(l) Judgements in applying accounting policies and key sources of estimation uncertainty - In preparing these financial statements the directors have made judgements where appropriate. There are no further material judgements.

(m) Going Concern - We have made an assessment of the Charity's ability to continue as a going concern for a period of at least twelve months from the date on which the financial statements were approved for release. Having performed our assessment, we were able to conclude that the Charity is able to continue to operate as a going concern and that it is appropriate to prepare the financial statements on a going concern basis. In making our assessment we did not consider there to be any material uncertainty relating to events or conditions that individually or collectively may cast significant doubt on the Charity's ability to continue as a going concern.

NOTES TO THE FINANCIAL STATEMENTS (continued)
For the year ended 31 December 2025

(n) **Allocation of Support costs -** As explained in the Annual Report, the MDBE supports Church of England schools in the diocese in a wide range of ways including assisting with building projects, supporting and training governors, and promoting religious education more widely. The allocation between activities fluctuates as necessary. In addition, the Board operates with a small staff and as a result does not consider that keeping formal records of the allocation of support costs between activities would provide significant useful information.

(o) **Funds held as custodian trustee** - MDBE holds, as Custodian Trustee, for a number of Parochial and school funds, investments and bank deposits, which are not included in the Statement of Financial Position. This includes monies from the Department for Education, which are held in individual accounts for schools for their building works. These investments are held on behalf of schools and parishes whose charitable purposes are similar to those of the DBE. These assets are held securely and separately from those of the Board that is responsible for their safe custody.

(p) **Financial Instruments** - Financial assets and financial liabilities are recognised when the company becomes a party to the contractual provisions of the instrument. All financial assets and liabilities are initially measured at transaction price (including transaction costs). The company 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.

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

Payables and provisions are recognised where the company 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 or estimated reliably. Payables and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

NOTES TO THE FINANCIAL STATEMENTS (continued)
For the year ended 31 December 2025

COMPANY INCOMING RESOURCES – COMPRISING NOTES 2 – 5

		2025 Unrestricted Funds £	2025 Restricted Funds £	2025 Total Funds £
INCOME AND ENDOWMENTS FROM				
Donations and legacies	2	67,397	140,000	**207,397**
Income from charitable activities	3	355,625	-	**355,625**
Other trading activities	4	-	41,000	**41,000**
Income from investments	5	-	261,286	**261,286**
TOTAL		**423,022**	**442,286**	**865,308**

		2024 Unrestricted Funds £	2024 Restricted Funds £	2024 Total Funds £
INCOME AND ENDOWMENTS FROM				
Donations and legacies	2	25,233	140,000	**165,233**
Income from charitable activities	3	319,026	-	**319,026**
Other trading activities	4	-	41,000	**41,000**
Income from investments	5	-	278,386	**278,386**
TOTAL		**344,259**	**459,386**	**803,645**

2. DONATIONS AND LEGACIES

	Unrestricted 2025 £	Restricted 2025 £	Total 2025 £	Total 2024 £
Manchester Diocese Synod Funding	-	140,000	**140,000**	**140,000**
DBE Services Ltd	67,397	-	**67,397**	**25,233**
TOTAL	**67,397**	**140,000**	**207,397**	**165,233**

NOTES TO THE FINANCIAL STATEMENTS (continued)
For the year ended 31 December 2025

3. INCOMING RESOURCES FROM CHARITABLE ACTIVITIES

	Unrestricted 2025 £	Restricted 2025 £	Total 2025 £	Total 2024 £
RE and other training income	341,041	-	**341,041**	**307,568**
Grants received	-	-	-	-
Other income	14,584	-	**14,584**	**11,458**
TOTAL	355,625	**-**	**355,625**	**319,026**

4. OTHER TRADING ACTIVITIES

	Unrestricted 2025 £	Restricted 2025 £	Total 2025 £	Total 2024 £
Rents received	-	41,000	41,000	41,000

5. INVESTMENT INCOME

	Unrestricted 2025 £	Restricted 2025 £	Total 2025 £	Total 2024 £
Income from investments				
Unquoted	-	178,624	**178,624**	**173,424**
Stelfox Trust Income	-	26,313	**26,313**	**25,547**
Realised Gain on Investments	-	-	-	-
Interest receivable				
Bank and CBF interest	-	56,349	**56,349**	**79,415**
TOTAL	-	261,286	**261,286**	**278,386**

NOTES TO THE FINANCIAL STATEMENTS (continued)
For the year ended 31 December 2025

COMPANY EXPENDITURE – COMPRISING NOTE 6

	Unrestricted Funds 2025 £	Restricted Funds 2025 £	Total Funds 2025 £
EXPENDITURE ON			
Charitable Activities	386,060	669,335	**1,055,395**
TOTAL	**386,060**	**669,335**	**1,055,395**

	Unrestricted Funds 2024 £	Restricted Funds 2024 £	Total Funds 2024 £
EXPENDITURE ON			
Charitable Activities	283,811	417,949	**701,760**
TOTAL	**283,811**	**417,949**	**701,760**

NOTES TO THE FINANCIAL STATEMENTS (continued)
For the year ended 31 December 2025

6. CHARITABLE EXPENDITURE

	Unrestricted 2025 £	Restricted 2025 £	Total 2025 £	Total 2024 £
(a) Grants (note 17)				
Building grants to schools	-	-	-	-
TOTAL	-			-

	Unrestricted 2025 £	Restricted 2025 £	Total 2025 £	Total 2024 £
(b) Other expenditure				
i. to provide a service:				
Staff salaries, pensions and sub-contractors	230,531	304,735	**535,266**	**467,635**
ii. for costs:				
Legal and professional services for school				
iv. Provision against doubtful debts	-	-	-	-
v. Christian Leadership expenditure	-	-	-	-
vi Audit and other fees	7,458	5,330	**12,788**	**12,188**
	386,060	669,335	**1,055,395**	**701,760**
TOTAL	**386,060**	**669,335**	1,055,395	**701,760**

NOTES TO THE FINANCIAL STATEMENTS (continued)
For the year ended 31 December 2025

	Unrestricted 2024 £	Restricted 2024 £	Total 2024 £
(a) Grants (note 17)			
Building grants to schools	-	-	-
TOTAL	-	-	-

	Unrestricted 2024 £	Restricted 2024 £	Total 2024 £
(b) Other expenditure			
i. to provide a service:			
Staff salaries, pensions and sub-contractors	169,957	297,678	**467,635**
ii. for costs:			
Legal and professional services for school building and sites	6,852	21,000	**27,852**
iii. Other overheads	100,680	93,405	**194,085**
iv. Provision against doubtful debts	-	-	-
v. Christian Leadership expenditure	-	-	-
vi Audit Fees and other fees	6,322	5,866	**12,188**
	283,811	417,949	**701,760**
TOTAL	283,811	417,949	**701,760**

Support costs

Included within the above expenditure are the following support costs:

	2025 £	2024 £
i. Staff salaries, pensions and sub-contractors	150,438	133,593
ii. Legal and professional services for school building and sites	11,580	13,209
iii. Other overheads	80,177	66,666
v. Christian Leadership expenditure	-	-
vi Audit and other fees	12,788	12,188
TOTAL	**254,983**	**225,656**

NOTES TO THE FINANCIAL STATEMENTS (continued)
For the year ended 31 December 2025

7. FREEHOLD AND LONG LEASEHOLD LAND AND BUILDINGS

	2025 £	2024 £
School sites and buildings at nominal value	1	1

Note that there were no capital commitments authorised or contracted for at 31 December 2025 (2024: £nil).

8. INVESTMENTS

	Number	2025 £	Number	2024 £
CBF Investment Fund Shares				
Shares at bid value brought forward	275,145	6,362,097	275,145	6,219,737
Disposal proceeds				-
Unrealised investment gains/(losses)		(254,344)		142,360
Bid value 31 December		6,107,753		6,362,097
Number of shares at 31 December	275,145		275,145	
Historical cost at 31 December		(888,193)		(888,193)
Excess of bid value over cost to date		5,219,561		5,473,904
Investment in DBE Services Ltd		12		12
Total		**6,107,765**		**6,362,109**

In 2005 the company purchased twelve ordinary shares of £1 each (a 16.7% shareholding) in DBE Services Ltd. DBE Services Ltd was set up to provide services to schools. This company started to trade on 1 January 2006.

	2025 £	2024 £
The trading activities were:		
Turnover	3,205,128	3,100,897
Cost of Sales, administrative expenses and interest received	(2,058,183)	(2,008,990)
Surplus	1,146,945	1,091,907
MDBE Share of Surplus (*)	67,397	25,233

The MDBE received fees for work done by its staff for DBE Services Ltd of £nil (2024: £nil).
The shares may not be disposed of or charged except in accordance with the provisions of the Shareholders' Agreement.

NOTES TO THE FINANCIAL STATEMENTS (continued)
For the year ended 31 December 2025

* Distributable profits attributable to the work done for relevant schools are to be distributed in the proportions to which they arise from the work done for the relevant schools for each shareholder and the remaining distributable profits shall be divided equally between the shareholders.

9. CURRENT DEBTORS

	2025 £	2024 £
School selling expenses recoverable from future sale proceeds	100,239	100,239
Prepayments and accrued income falling due within one year	104,566	88,245
Other debtors	14,284	19,335
TOTAL	**219,089**	**207,819**

10. ANALYSIS OF CHANGES IN NET DEBT

	As at 1 Jan 25 £	Cash Flow £	As at 31 Dec 25 £
Cash In Hand and at Bank	1,559,829	(169,977)	1,389,852
Closed School Bank Deposits	1,047,958	12,515	1,060,473
Net Debt	**2,607,787**	**(157,462)**	**2,450,325**

11. CLOSED SCHOOL BANK DEPOSITS

	2025 £	2024 £
Closed school account balances pending determination	1,056,105	1,043,638
Closed school account balances – MDBE Asset	4,368	4,320
TOTAL	**1,060,473**	**1,047,958**
Reconciliation of closed school balances:-		
Capital proceeds	702,649	702,649
Accumulated interest	543,456	530,989
Total current liabilities (note 11)	1,246,105	1,233,638
Less funds used for increased working capital	(190,000)	(190,000)
Add closed school account balances – MDBE Asset	4,368	4,320
TOTAL	**1,060,473**	**1,047,958**

The closed school balances have arisen primarily from the proceeds of former school sites, interest and investment gains thereon and their use is therefore restricted under S554 of the Education Act 1996

NOTES TO THE FINANCIAL STATEMENTS (continued)
For the year ended 31 December 2025

12. CURRENT LIABILITIES

	2025 £	2024 £
General creditors and accruals	100,780	96,609
The Manchester Diocesan Association Church Schools	(1)	(1)
Closed schools - monies held pending determination - (note 10):		
Capital proceeds	702,649	702,649
Accumulated interest	543,456	530,989
Manchester Diocesan Board of Finance	65,504	47,131
HMRC VAT	767	625
Proceeds From Sale of Kestor Street	252,599	243,856
TOTAL	**1,665,754**	**1,621,858**

13. RESERVES

	1 Jan 25 £	Incoming resources £	Resources expended £	Gains/ (Losses) on investments £	31 Dec 25 £
Restricted funds					
For Schools	6,780,457	302,286	(529,335)	(254,344)	6,299,064
From Synod	-	140,000	(140,000)	-	-
	6,780,457	442,286	(669,335)	(254,344)	6,299,064
Unrestricted funds					
General	775,400	423,022	(386,060)	-	812,362
TOTAL	**7,555,857**	**865,308**	**(1,055,395)**	**(254,344)**	**7,111,426**

	1 Jan 24 £	Incoming resources £	Resources expended £	Gains/ (Losses) on investments £	31 Dec 24 £
Restricted funds					
For Schools	6,596,660	319,386	(277,949)	142,360	6,780,457
From Synod	-	140,000	(140,000)	-	-
	6,596,660	459,386	(417,949)	142,360	6,780,457
Unrestricted funds					
General	714,952	344,259	(283,811)	-	775,400
TOTAL	**7,311,612**	**803,645**	**(701,760)**	**142,360**	**7,555,857**

NOTES TO THE FINANCIAL STATEMENTS (continued)
For the year ended 31 December 2025

Restricted funds
The restricted funds are held for the provision of support for schools, using the income generated for staffing and running costs, and capital and other grants. They have arisen primarily from the proceeds of former school sites, interest and investment gains thereon and their use is restricted under S554 of the Education Act 1996.

14. ANALYSIS OF 2025 NET ASSETS

	Unrestricted 2025 £	Restricted 2025 £	Total 2025 £
Tangible assets and Investments	-	6,107,766	6,107,766
Net current assets	812,362	191,298	1,003,660
Long Term Liabilities	-	-	-
TOTAL	**812,362**	**6,299,064**	**7,111,426**

ANALYSIS OF 2024 NET ASSETS

	Unrestricted 2024 £	Restricted 2024 £	Total 2024 £
Tangible assets and Investments	-	6,362,110	6,362,110
Net current assets	775,400	418,347	1,193,747
Long Term Liabilities	-	-	-
TOTAL	**775,400**	**6,780,457**	**7,555,857**

15. NET INCOMING RESOURCES

	2025 £	2024 £
This is stated after charging:		
Auditors' remuneration:		
External audit	12,720	12,120
and after crediting:		
Rental income	41,000	41,000

NOTES TO THE FINANCIAL STATEMENTS (continued)
For the year ended 31 December 2025

16. STAFF COSTS

All employee costs are recharged from the Diocesan Board of Finance (see note 17).

	2025 £	2024 £
Salaries	419,061	374,057
Social security costs	53,183	39,598
Pension costs	63,022	53,980
TOTAL	**535,266**	**467,635**

The average weekly number of employees during the year was made up as follows:

Office and General Management employees	10	10

There were 2 employees with total emoluments above £60,000 in 2025 (2024: 1 employee).

EMPLOYEE DETAILS

Employees receiving remuneration in excess of £60,000 are analysed as follows:

	2025 No.	2024 No.
£60,000 - £70,000	1	-
£70,001 - £80,000	-	-
£80,001 - £90,000	-	-
£90,001 - £100,000	1	1
£100,000 - £110,000	-	-

	2025 £	2024 £
Pension contributions to Pension Builder defined benefit scheme	25,205	15,329

NOTES TO THE FINANCIAL STATEMENTS (continued)
For the year ended 31 December 2025

Remuneration of key management personnel
Key management personnel are deemed to be those having authority and responsibility, delegated to them by the trustees, for planning, directing and controlling the activities of the MDBE. During 2025 they were:

Deborah Smith – Director of Education and Company Secretary to the Board
Terry Hart – Deputy Director of Education (Promoted: 1st April 2025)
Susie Mapledoram – Assistant Director/Youth Work Officer
Louise Morley - Assistant Director/ Leadership Development Adviser

Remuneration, NI and pensions for these 4 employees (2024: 4 employees) amounted to £338,421 (2024: £292,651).

17. RELATED PARTY TRANSACTIONS

Manchester Diocesan Board of Finance

Manchester Diocesan Board of Finance is a Charitable Company limited by guarantee, situated at 155-163 St John's House, The Rock Bury BL9 0ND. The charity is connected to Manchester Diocesan Board of Education by virtue of the fact that Manchester Diocesan Synod has the power to appoint the majority of the Committee of Management, constituting the Board of Directors, for each charity.

For the year ended 31 December 2025, the Manchester Board of Finance ("MDBF") made a budget transfer to the MDBE of £140,000 (2024: £140,000), representing the Synod funding of non-schools work of the Board of Education. Dividend income from the Stelfox Trust of £26,313 (2024: £25,547 was also paid to the MDBE via the MDBF. During the year MDBF incurred costs on behalf of, and subsequently recharged to, the MDBE costs of £662,508 (2024: £585,697) comprising:

	2025 £	2024 £
Staff costs	535,266	467,635
Central services	42,000	42,000
Accommodation and support cost	85,242	76,062
Total	**662,508**	**585,697**

DBE Services

MDBE owns 16.7% of the ordinary share capital of DBE Services Ltd, an entity which commenced trading on 1 January 2006. The company undertakes support work across six northern dioceses. During the year Manchester Diocesan Board of Education received donations totalling £67,397 (2024: £25,233). The Right Reverend Mark Davies served as a Director at DBE Services Limited during 2025.

NOTES TO THE FINANCIAL STATEMENTS (continued)
For the year ended 31 December 2025

Trustees

No Trustees (2024: Nil) were reimbursed for travel expenses during the year. During the year, there was £nil paid to Trustees for advice to School Governing Bodies and in relation to projects (2024: £nil).

18. PENSIONS

As the staff are employed by the Manchester Diocesan Board of Finance and recharged to the Manchester Diocesan Board of Education, any pension surplus / deficit is included within the MDBF financial statements.

19. CUSTODIAN HOLDINGS

Manchester Diocesan Board of Education holds, as Custodian Trustee, for a number of Parochial and school funds, investments and bank deposits with an aggregate bid value of £5,615,890 (2024 - £6,079,455), which are not included in the Statement of Financial Position. This includes monies from the Department for Education, which are held in individual accounts for schools for their building works. These investments are held on behalf of schools and parishes whose charitable purposes are similar to those of the MDBE. These assets are held securely and separately from those of the MDBE, which is responsible for their safe custody.

20. SCHOOL BUILDING & IT PROJECTS

The Manchester Diocesan Board of Education assists diocesan voluntary aided schools with the administration of funding for school building projects and the provision of IT equipment. The MDBE acts as the agent of school governing bodies in receiving funding from the Department for Education, local authorities and other funding sources and settling and matching it with the contractors' costs and professional fees. This activity of the MDBE is not reflected in the Statement of Financial Activities as the transactions are those of the school governing bodies rather than the MDBE. Total expenditure on school building projects and IT equipment during the year was £5,117,257 (2024: 6,754,254).