

SCHOOLS NORTH EAST
A company limited by guarantee

REPORT AND FINANCIAL STATEMENTS
For the year ended 31 July 2019

Charity number 1129594
Company number 06450637

The Trustees are pleased to present their annual Directors' report together with financial statements of the charity for the year ended 31 July 2019, which are also prepared to meet the requirements for a Directors' report and accounts for Companies Act purposes.

The financial statements comply with the Charities Act 2011, the Companies Act 2006, the Memorandum and Articles of Association and Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable to the UK and Republic of Ireland (FRS 102) (effective 1 January 2015).

Introduction from Chair of Schools North East, John Hardy

Schools North East's annual Directors' report provides the Trustees and staff of School North East a valuable and welcome opportunity to reflect on the work of the charity over the last academic year; in particular, to take stock of how it has continued to develop over the last 12 months and to consider its future direction.

As Chair, on behalf of our Trustees and Board, I would like to thank all of our Partner Schools for their continued commitment over the last 12 months to the North East's education community and their desire to collectively improve outcomes for the North East's children and young people. Founded on the principle that our schools are stronger when working together and aiming to provide the region's schools with a powerful voice, Schools North East has become not only a facilitator of collaboration but also a driving force for change both regionally and nationally.

This influence was felt in a number of ways but particularly in the announcement of Opportunity North East and of Ednorth. Opportunity North East will provide precious additional investment for some of our most disadvantaged schools, which Schools North East relentlessly lobbied for over the last three years. Ednorth – our most exciting and important programme to date – brings with it £650K of additional investment into North East schools and aims to 'change the game' completely in respect of classroom practice across our region.

2018–19 has seen Schools North East continue to attract significant interest from the highest levels of the educational establishment, confirmation that we are seen as the primary and most effective route to engage with NE schools. DfE, RSC, and Ofsted all engaged closely with us over the last year. Her Majesty's Chief Inspector, Amanda Spielman, chose Summit 2018 to announce the consultation into the most significant changes to date in the Ofsted Inspection Framework; this attracted nationwide coverage from the BBC, Channel 4, and a host of other major media organisations from the Guardian to the Daily Telegraph.

However, the work being done directly within the region is a greater testament to the achievements of the network. This year the 'Voice of the Pupil' project was rolled out. This is a unique and vital project of potentially national and international importance, the findings of which will be published in the coming year. 2018-19 also saw the introduction of new, in-depth training to support our school leaders and teachers. Designed to significantly upskill school staff, we launched the first cohorts of our 'MAT Leaders' and 'Understanding & Managing

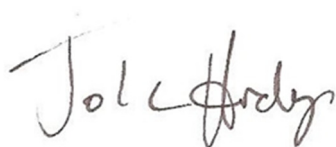
Challenging Behaviour' courses. Schools North East also supported the launch of three new local School Business Manager networks in Sunderland, Northumberland, and Newcastle.

This year we launched the long-awaited Ednorth programme to drive a culture change in educational practices across the region. The launch was held at the inaugural CelebrateEd – The Northern Celebration of Education. The Celebration, held with our Partners from the All North Teaching Schools, the Education Endowment Foundation, and Northumbria University, was a chance to showcase and celebrate some of the fantastic work happening in schools across the region and wider North; focussing solely on classroom practice. With over 60 speakers and 300 delegates, this fantastic two day celebration formed the launch-pad for Ednorth going into 2019-20.

The Schools North East model continues to be unique with no organisation like it in any other area of the country. The growing reach of the network was reflected in yet another year of record breaking engagement with schools from across the region. Throughout the year, more and more schools and multi-academy trusts joined us as Partner Schools and MATs and we saw our first out-of-region Partner Schools join the network as well.

In all of its work the charity maintains an unswerving focus on the children of the North East; they are at the heart of all its activity and we will continue to prioritise them in everything that we do. The influence, reach, and impact of Schools North East, however, could not happen without the support of the many hundreds of Partner Schools, Commercial and Education Supporters, Jobs in Schools I North East subscribers, delegates, Trustees, and Board and SBM Council members, who help to drive the organisation.

I, alongside my fellow Trustees, am confident that Schools North East is in a robust position going into the 2019-20 academic year, in which it will continue to have a significant and positive impact on the region, and we thank you for your continued support.



John Hardy

Chair of Schools North East

Objectives

The Charity's objectives are for the public benefit:

- the advancement of education for the public benefit of children and young people up to the age of 25;
- work together to support, inform and influence key regional strategies;
- enable schools to improve the quality and effectiveness of education and build links with the employment sector.

The Trustees of Schools North East confirm that they have read and given due regard to the Charity Commission's guidance on public benefit. The Trustees confirm that they have complied with their duties under Section 4 of the Charities Act 2006 with regard to public benefit. Having considered the guidance, the Trustees have concluded that the work of Schools North East directly supports and strengthens the advancement of education in the region.

Vision

Schools North East has a clear vision of:

“Young people in North East England who are confident, enterprising, skilled and aspiring: learning and developing within well resourced, nurturing, purposeful and collaborative school environments”

Values

All our work is underpinned by four clear values. We are: **Inclusive**, yet **Independent**; **Innovative**, and with **Integrity**.

We are **for all North East schools** - regardless of size, type, faith, structure and geographical location. Our inclusivity is what defines us. Our driving passion is to engage at all levels to support schools to do their best for the region's children.

We are independent, *but not neutral* - we campaign to improve conditions for North East schools. We engage with partners across all sectors for the benefit of schools, as well as with individuals and bodies across the political spectrum.

Innovation is at our core. While we build on the knowledge of the past, we seek fresh solutions for the challenges of the present and to shape our future.

We have a strong social purpose which is the foundation of our work. It dictates our actions and our behaviour; it defines us in the eyes of others. Our integrity underpins all that we do.

Another record breaking year for Schools North East!

At Schools North East we are proud of the work that has been delivered on your behalf. It has been another record year in respect of engagement, reach, and impact, and we have been delighted to work with you all on helping to improve the education of the children in our region.

The Trustees set out the current priorities for the organisation in the *Shaping Our Future 2017-2020* strategy. The four pillars of the strategy being:

- Evidence-based excellence;
- Recruitment and retention;
- Pupil mental health; and
- The environment around schools.

We have made significant progress against key elements of the four pillars as follows:

Evidence-based Excellence – Ednorth

Ednorth aims to ‘change the game’ completely and inspire transformational change in classrooms across the North East. Ednorth will foster and support a classroom culture of informed debate, research, collaboration and excellence; helping to drive regional and national education policy.

This year saw the official launch of the programme, the roll out of its branding and identity, and tremendous progress against some of its key objectives, including:

- Securing a **partnership with SHINE**, including funding of £650k;
- Recruiting a number of internationally renowned **Ednorth Ambassadors** to support the project;
- Recruiting over 100 school-based **Lead Advocates and Advocates**;
- Recruiting a full-time Ednorth Project Co-ordinator to support the project, its Ambassadors and Advocates, and providing valuable extra capacity to schools wanting to engage with this;
- Holding the inaugural **CelebrateEd – The Northern Celebration of Education**;
- Creating a **unique Ednorth branding**, including website and social media profiles; *and*
- Setting up our pilot **virtual community**.

Ednorth Ambassadors

Schools North East was very proud to secure the support of 10 highly respected and internationally influential educationalists to become Ednorth Ambassadors and support Ednorth and its Advocate programme. As well as providing expert knowledge and advice to support the work of the Advocates, Ambassadors will help to spread our vision for change and gather support from within their networks. These include Professor Rob Coe, Alex Quigley and Tom Martell of the EEF, Professor Dame Sue Bailey, Professor Stephen Gorrard, Professor Steve Higgins, and our very own Beccy Earnshaw!

Ednorth Advocates

In order to drive progress and achieve the aims of the programme, Schools North East has been building a network of Ednorth Advocates. These are practitioners at all levels of teaching and from all areas of the region, who have a particular interest in evidence-based practices. Ednorth Advocates will be responsible for implementing change within their schools and local areas and may lead school-led projects, plan and facilitate events, initiate dialogue between schools and help to foster a culture of collaboration between schools, universities and educational organisations across the North East.

The activities and advice of the Advocates will help to inform and direct Schools North East's influencing of Government, Ofsted and those involved in educational policy making. There are now over 100 Lead Advocates and Advocates across our region.

CelebrateEd – the Northern Celebration of Education

CelebrateEd is an integral part of the Ednorth programme and aims to provide practitioners with a platform to share ideas, best practice, and give them the opportunity to dissect the latest research with academics and colleagues across the North, focussing purely on classroom practice. It also provides the rest of the country with a window into our teaching community's excellence. It will be a key feature in the Ednorth Advocate's calendar as it will provide an opportunity to showcase the successful changes that have been implemented within our schools and local areas through the programme.

Our first **CelebrateEd – The Northern Celebration of Education**, held over two days in July, proved to be a huge success with 300 teaching practitioners from across the North attending and a packed, classroom-led programme of over 60 speakers.

Branding

To ensure Ednorth achieves its objectives and is easy for all schools and stakeholders to engage with, Schools North East has developed a distinct brand everyone involved across the region can use. 'Ednorth' will act as an umbrella and magnet for all evidence-based activity taking place in the region and help to create an evidence-based teaching community.

Schools North East will work to ensure that this brand is instantly recognisable in and outside of the North East.

Virtual Community

The Virtual Community will support Ednorth, providing a safe space for users to network through sharing, shaping and debating. It will act as a resource centre with users being able to store, share and access papers, articles, templates and plans. The platform is in a test stage at present and will be rolled out during the Autumn term 2020.

2019 – 2020 Next steps for Ednorth:

- The Project Co-ordinator will join the Schools North East Team at the beginning of September;
- **Lead Advocates and Advocates will meet** locally to identify key issues to tackle;
- Schools North East will aid Advocates in following a **structured annual cycle of activities** to catalyse change across the region;
- Schools North East will also leverage the Ambassadors to support Advocates through their expertise and advice, delivered through a programme of training and events;
- The Advocates **network** will continue **to be developed in all areas of the North East**, to ensure the programme has the intended reach and impact to achieve its aims for **large-scale change** in the education culture of the region;
- Schools North East will **continue to recruit Ambassadors** to support the network;
- Planning for **CelebrateEd – The Northern Celebration of Education 2020!**

Recruitment and Retention

Our 'not-for profit' recruitment portal **Jobs in Schools | North East** was built and designed specifically for North East schools as a direct response to feedback from Heads across the region who cited recruitment as a key issue within their school, and wanted a regional solution. The portal was created as a way to support North East schools to recruit the best teachers for their schools whilst cutting recruitment costs, with a clear commitment to reinvesting revenues back into promoting the North East as a teaching destination, attracting teachers both nationally and internationally.

This year...

- Saw continued support from across the region, with many schools using the portal as their **main or only means of advertising their vacancies**;
- **We invested significantly in a number of digital campaigns aimed at attracting candidates to the site**;
- **Had more than 50%** of secondary academies in the region subscribe;
- We advertised over **1,254 regional vacancies**; and
- Saw each job **viewed**, on average, **over 500 times!**

Pupil Mental Health

The Schools North East Healthy MindED Commission is working towards establishing a clearer picture of the state of mental health in schools in the North East. The work of **the Commission will help to inform thinking at a local and national level** with regard to how schools can adapt their environments to promote better mental health while recognising the many factors external to schools that impact on this.

The Commission's main focus in 2018-19 was again progressing the work of the Voice of the Pupil pilot programme. The pilot was rolled out to North East schools and driven forward by: *Peter Mullholland*, Senior Educational Psychologist at Durham County Council, *Sarah Tighe*, Specialist Educational Psychologist at Durham Educational Psychology Service, *Colin Lofthouse*, Head Teacher, *Peter Connor*, Deputy Head Teacher at Framwellgate School, *Sue Bailey*, Pastoral Deputy Head Teacher Royal Grammar School, and *Sue Fisher*, Head Teacher at Percy Hedley Special School with oversight from *Professor Dame Sue Bailey*.

This pilot project was incredibly successful and saw Voice of the Pupil:

- **Rolled out in over 30 schools**, with representation at all phases;
- **Reach over 400 North East pupils**; and
- Led to **30 school-based practitioners** successfully trained and awarded practitioner status.

The project used small focus groups with pupils in school settings to explore their own experiences of mental health and shape school-based mental health interventions. It operationalised the World Health Organisation's definition of 'mental health' to structure its lines of questioning and trained school staff to carry out this research. All the results have been painstakingly transcribed and a coding process applied to generate overarching themes. The final report findings should be ready for publication by Spring 2020.

Following the initial pilot, the process was adjusted and improved and a set of training materials produced. Delegates attended training over two full days plus support sessions during the research phase in their schools. The **training materials were produced and funded courtesy of Royal Grammar School** from a grant they kindly made to support the project.

A commission highlight was an early presentation of the results at Schools North East's Healthy MindEd Conference 2019, where the project team and representatives from schools shared the work to critical acclaim from the conference floor. Afterwards, when Professor Dame Sue Bailey was presenting the Voice of the Pupil practitioners with their certificates, she praised the project as *'one of a kind – nothing else is being done like this anywhere else - it is a nationally important piece of work and I will be talking to government and those who influence to take note of its findings.'*

Dr Richard Parker, Joint Degree Programme Manager and Educational Psychologist, Newcastle University, is providing academic oversight and guidance for the research phase of the project which is being undertaken by Dr Mulholland and Dr Tighe.

The environment around our schools

Opportunity North East – £24 Million for our region

For nearly three years Schools North East campaigned tirelessly in order that the North East be granted ‘Opportunity Area’ status, which came to a successful conclusion when the Secretary of State for Education **announced in October 2018 that £24m would be invested in our region through ‘Opportunity North East’**.

Schools North East is very proud to be representing the region’s schools on the Opportunity North East Strategy Board alongside educational experts such as Professor Rob Coe. The funding will support:

- **targeted approaches to improve transition** from primary to secondary school;
- **training for new teachers** and to help improve the quality of teaching in North East schools;
- young people to consider **progression routes**;
- **work with local businesses** to improve job prospects for young people; and
- the ONE Vision Schools initiative which **aims to support 30 schools** in the North East, improve social mobility and **raise aspirations for up to 25,000 young people**.

The **30 schools identified as ONE Vision Schools** will be partnered with high-performing institutions who can provide support and share best practice. They will be given bespoke support from expert leaders in education to raise standards and help children learn the skills and knowledge that will help unlock their potential.

SBM Networks

This year saw Schools North East support the launch of **three new local SBM networks in Sunderland, Northumberland, and Newcastle** and we will continue to support the existing networks across the region in the year ahead, including through a dedicated Virtual Community. We also provide a national voice for the SBMs of the North East at the DfE Business Leaders Forum meetings, which bring together leaders from across the country to share best practice, collaborate and learn from each other.

Fund Our Future

The Education Select Committee acknowledged the funding crisis in their report on the inquiry into spending. Schools North East has repeatedly called for investment in funding for education and March 2019 saw the launch of Schools North East’s **#FundOurFuture** campaign, which aimed to support other campaigns throughout the country in highlighting the school funding crisis.

The IFS 2018 annual report on education spending showed that **over the last 10 years, funding per pupil fell by 8%** (in inflation-adjusted terms). Schools North East’s analysis shows this to be **the equivalent of £500 less per pupil since 2009**. We asked schools, parents and everyone who has an interest in education to share an image of a banknote worth £500 with their child’s photo on it to put our children at the centre of the picture.

Virtual Community

The Schools North East Virtual Community is now in a test phase with a selected IT platform. This platform will enable colleagues from across the region and beyond to work in a safe environment sharing ideas, working in collaboration, and debating education initiatives and issues. It will hold a library of resources which users can access and add to, and it will facilitate specific groups enabling colleagues to come together to work on a specific project. Initially, this will support the region's SBMs and the Ednorth programme.

Helping schools to upskill and connect

This year saw the introduction of courses designed to significantly upskill those who attend and provide individual networks of support for them going forward. In the Spring term, our first three day 'MAT leadership' course was a resounding success. MAT delegates from across the region attended, supported by the RSC and ESFA and professionals from HR and Finance.

Summer term saw 'Understanding and Managing Challenging Behaviour', facilitated by John d'Abbro OBE, another resounding success with delegates. We aim to hold more of these courses in the coming academic year.

Schools North East Rebrand

At the beginning of the academic year we began work to rebrand Schools North East to more accurately reflect its nature and the scope and impact of its work. We worked in conjunction with the Partner Schools, asking them what Schools North East means to them. We were very proud with the number and detail of the responses, which emphasised the importance to our schools of a regional voice and a network that connects peers from across the North East.

Some of our favourites included:

- 'It is the opportunity to be part of an organisation which truly puts children first and gives a voice to the North East at a time when Londoncentric views of education predominate';
- 'Brings schools together, represents them as a collective and seeks to give that collective a voice.'
- 'Schools North East carries a lot of credibility - an organisation which is reliable, honest and can be trusted to ensure it promotes and represents all areas of education with integrity'.

From these responses, the new colours and logo were developed to give the brand a more modern feel and reflect the key ideas Partner Schools identified. The charity name was restyled from SCHOOLS NorthEast to Schools North East and the 'star' was also developed to become a recognisable logo that could stand alone to represent the charity.

The new brand was unveiled at Summit 2018 and has been very positively received by our Partner Schools and schools from across the region, especially the pin badges that Partner School members receive!

Memberships

Schools North East is an entirely self-funded charity. To maintain our status as an independent voice and champion of North East schools we self-generate all of our income. Our membership schemes are a significant and growing contributor to Schools North East's funding profile. Schools North East has three main membership schemes:

- **Partner Schools**, aimed at North East schools who want to collaborate more closely with their colleagues across the region – now including non-NE schools;
- The **Commercial Supporters Scheme**, designed for organisations who want to provide advice, goods, or services to our schools; and
- The **Education Supporters Scheme**, designed for educational organisations, charities, and not-for-profits who share the aims of Schools North East and demonstrate alignment to our vision, which goes far beyond a purely financial interest.

Throughout 2018/ 19 Schools North East has continued to work with Partner Schools from across the region to ensure they have access to the benefits of the network and that we can support them to help improve educational outcomes in the region. Partner Schools drive Schools North East, through the Annual General Meeting and committees, which relate to the educational priorities of the region, as directed by Partner Schools themselves. This ensures that as an organisation, Schools North East meets and responds to the needs of North East Schools and the children and young people they serve.

Commercial Supporters continue to support Schools North East and the Schools within the network through their membership and events they attend. This year, 38 companies joined as new supporters.

Reach

Our reach continues to grow year on year, and we have actively engaged with **over 800 North East schools** this year. We have also seen:

- Sign up of **80 new Partner Schools**;
- **30 MATs sign up as Partner MATS**, showing their commitment to working together for the future of the children in our region;
- Our **first 9 non-North East Partner Schools** sign up, as our out-of-region reach continues to grow;
- Growing the Partner Schools membership **by 20%** this year; and
- A Partner School renewal rate of **98%**.

Partnerships

Education Endowment Foundation (EEF)

Schools North East continued its partnership agreement with the Education Endowment Foundation. This partnership is aligned to the EEF's and Schools North East's shared objective of improving the use of evidence in the North East region. This year, Schools North East worked closely with the EEF on the content for the inaugural **CelebrateEd – The Northern Celebration of Education** as well as on the development of the Ednorth Ambassadors and Advocates programmes.

This partnership will continue into 2019/ 20 with a specific focus around Ednorth and leveraging the expertise of the three North East Research Schools.

SHINE

Schools North East and SHINE have formed a partnership to improve the life outcomes of schoolchildren, particularly those from the most disadvantaged backgrounds, across the North East of England.

The overarching aim of this partnership is to create a community of teaching practitioners in schools across the North East. This community will focus on delivering place-based, transformational change; sharing evidence-based practices; promoting a culture of collaboration; inspiring innovative and impactful teaching pedagogy; and supporting the development of school and classroom based practices which are context specific and work for children of all ages and abilities in this region, particularly children from the most disadvantaged backgrounds.

Specific objectives are:

- To inspire practitioners to test, develop and scale innovative, impactful new classroom and school practices;
- Enable a shift towards an evidence-based educational culture;
- Share the successes and failures of evidence-based approaches regionally and nationally to improve teaching practices;
- Bring teaching practitioners across the North East together in a community in which innovative and evidence-based practices can be shared, shaped and discussed, promoting a culture of collaboration; and
- Equip teachers with the skills and tools needed to provide effective learning, increasing the retention of teaching practitioners currently in the North East while attracting greater numbers from all over the country.

Charity Next

Through the Charity Next Programme, Schools North East successfully applied for a Civil Service Fast Streamer to join its team and lead the launch of the Ednorth programme.

RGS

The Royal Grammar School (RGS) kindly made a grant to support the full roll out of the Voice of the Pupil project, allowing the Healthy MindED commission to produce training materials for practitioners.

RSC & ESFA

Schools North East and the Regional Schools Commissioner North continued to work closely to provide and coordinate support for schools across the North East.

RSC North and the Education and Skills Funding Agency supported our first course for Multi Academy Trust leaders. They also supported the delivery of our annual Academies conference, providing content and helping to secure ministerial speakers.

Northumbria University

We have continued our relationship with Northumbria University and this year extended this to host the **CelebrateEd – The Northern Celebration of Education** at Northumbria University Business School. This venue has been confirmed once again for the **CelebrateEd – The Northern Celebration of Education 2020**. We are ever grateful to Northumbria University for the support they give to Schools North East and schools across our region.

Boards

The Directors of Schools North East, as well as Trustees and members of the Advisory Boards, sit on a number of bodies to represent the region's schools and ensure that their voices are heard. These include the following:

- Tees Valley Combined Authority Careers Team Advisory Board;
- Teesside University School of Social Science, Humanities, and Law Schools Advisory Board;
- Opportunity North East;
- Opportunity North East Transition Bids Panel;
- Social Mobility Commission;
- North of Tyne Devolution;
- DfE Network Leaders.

Schools North East Trading Ltd

The Trading Arm was incorporated on 15 August 2014 as a wholly owned subsidiary of Schools North East. It is a company limited by guarantee and was set up to fulfil the Trustees' obligation to use a trading subsidiary where there is any potential of substantial risk to Schools North East through any of its activities. Schools North East Trading Ltd (SNET) donates all of

its profits to Schools North East the Charity and makes a very significant contribution to its continuing financial success.

The company provides a different, ethical model of support for our member schools; enabling them to access much needed training and support on an 'at cost' basis or free of charge, saving large sums against private providers' events.

This is the end of SNET's fifth full year of trading. The total amount of income invoiced grew again, reflecting the further development and extension of the events programme; this also led to greatly increased school involvement with Schools North East, as well as attracting further commercial sponsorship support.

Events Programme

Without the support from our Partner Schools, North East schools, Commercial and Education Supporters and other companies who attend, speak at, sponsor and exhibit, our events would not be possible. This year **50 new companies engaged** with Schools North East to support our region's schools through our events programme.

School engagement was, as ever, **strong in all areas of our region**. The highest school engagement overall, however, was in **Hartlepool (80%), Newcastle (82%), Sunderland (89%), and Darlington – with a phenomenal 98% engagement rate!**

All of this combined to ensure that 2018/19 was another record year:

- Delegate numbers **increased by 12%**;
- A significant increase in delegates from **out of region**;
- **3,521 school leaders** and staff engaged (**nearly 400 more** than last year);
- Support of a phenomenal **63% of NE schools in events alone** (5% more than 2017/18);
- Held **9 major conferences and over 10 single events, training courses and webinars**;
- **Record numbers** attended our annual Patron's Dinner and Summit 2018, **with large waiting lists for both**; and
- Our SBM Conference, **the largest event of its kind in the country**, was a sell-out.

The quality of our speaker line-ups continued to grow, as national figures chose our events as a platform to gain maximum coverage for key announcements. At Summit 2018, Amanda Spielman, HMCI, exclusively announced the consultation to the new Ofsted Inspection Framework. We were joined by Lord Agnew, Parliamentary Under Secretary of State for the Schools System, at Academies Conference 19 and at Healthy MindEd we were pleased to be joined by Professor Wendy Burn, President of the Royal College of Psychiatrists.

During 2018-19, Schools North East continued to grow the size and reach of its events including the following major annual conferences: the **Summit, Chairs of School Governance, Northern Governance, Academies Conference, Healthy MindED**, and the **School Business Management (SBM) Conference**. We also introduced two new annual

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conferences into the programme: **Supporting Challenging Learners and CelebrateEd - The Northern Celebration of Education**. All of these events enabled the charity to support the full range of current issues facing our region's schools.

Of particular note was the **annual Summit 2018**, which was a sell-out event and the **SBM Conference 2019**, the largest event of its kind in the country. Both events were the biggest ones yet. We were delighted to have the annual Summit covered by major news outlets including the BBC, Channel 4, The Times, The Guardian, The Telegraph, The Independent and more.

February 2019 saw the first **Supporting Challenging Learners Conference**, where delegates from Mainstream Schools and Alternative Provision (AP) providers were able to network with their peers, swap best practice and discuss important issues and prevention techniques, whilst looking at how APs and mainstream schools can work together.

CelebrateEd – The Northern Celebration of Education

On 11th and 12th July we welcomed 300 teachers from across the North for the inaugural **CelebrateEd – The Northern Celebration of Education**. In partnership with the All North Teaching Schools, Education Endowment Foundation, SHINE, and Northumbria University, over **60 sessions** were packed into two days, celebrating and sharing the best in educational practice and allowing teachers the opportunity to network with colleagues from across the North. We were delighted to welcome delegates and speakers from **all 12 areas of the North East**, plus Lancashire, Harrogate, the North Yorkshire coast, Bradford, York, North and South, from rural to inner city, and coast to coast, EY, primary, secondary and Special. This was the first event of its kind for Schools North East: the first large scale event for teaching practitioners; the first event of this style with a relaxing festival feel; and, the first event with live entertainment from local schools and establishments. The event was a huge success with the best delegate feedback that we have received to date!

We were **delighted to be joined by Alex Quigley and Professor Rob Coe** for the keynote speeches, as well as a **passionate call to arms from Schools North East Vice Chair, Head Teacher Ian Veitch**, to challenge the narrative of underperformance in our region. The event was **a resounding success with #CelebrateEd trending on Twitter**.

Delegates said:

“One of the most interesting, relevant and inspiring events I have attended. The sessions were all highly relevant and it was great to see school practitioners and academics sharing the same platform.”

“Thank you so much - it was a brilliant day. An absolute highlight of my year, inspiring and invigorating.”

A huge thank you must go to our partners for the event – the **All North Teaching Schools, Northumbria University, the Education Endowment Foundation, and SHINE**. Over the next few years we aim to grow **CelebrateEd – The Northern Celebration of Education** into 'the' teaching event in the educational calendar; one involving thousands of teaching

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professionals, that not only shares best practice, but also leads the way in developing it as well. We aim to create something that acts as a magnet and a voice: a magnet that attracts ministers, funders, academics, researchers, but most of all fellow teaching practitioners; and a voice that influences how education policy and practice develops.

Schools North East held the following physical events in 2018–19:

Event	Date
Regional Ofsted Updates	September 2018
AGM	September 2018
Annual Summit 2018	October 2018
Supply Teacher Framework - North	November 2018
Supply Teacher Framework - South	November 2018
Sunderland SBM Network Launch	November 2018
Northumberland SBM Network Launch	November 2018
Chairs of School Governors - South	December 2018
Chairs of School Governors - North	December 2018
Newcastle SBM Network Launch	January 2019
Metacognition Literacy	January 2019
Metacognition Numeracy	January 2019
Academies Conference 2019	January 2019
Supporting Challenging Learner Conference	February 2019
MAT Training (part 1)	February 2019
MAT Training (part 2)	February 2019
MAT Training (part 3)	March 2019
Patron's Dinner 2019	March 2019
Healthy MindED 2019	May 2019
Northern Governance Conference 2019	May 2019
Ednorth Advocate Induction event	June 2019
School Business Management Conference 2019	June 2019
Understanding & Managing Challenging Behaviour	June 2019
The Northern Celebration of Education	July 2019

Webinar programme 2018-19

Throughout 2018-19 the Schools North East webinar programme continued to progress. Webinars have been delivered **before physical events** as an **event warm** up or introduction, **post-event** as a way of repeating popular workshops that on the day delegates may have missed, used as **part of in-depth training** courses for additional learning, and this year also saw our **first termly webinar programme for SBMs**.

The webinar programme will continue to be developed throughout 2019-20 and continue to grow, enabling Schools North East to further support schools by reducing the cost of accessing timely, high quality information and CPD.

Schools North East held the following webinars in 2018–19:

Webinar	Date
Autumn Termly HR Update	October 2018
Post SBM 18 – Julie Cordiner	November 2018
Post SBM 18 – Jon Tait	December 2018
Metacognition	January 2019
Spring Termly HR Update	January 2019
MAT Training HR interim workshop	February 2019
MAT Training Procurement interim workshop	March 2019
MAT Training CLFP final workshop	March 2019
Summer Termly HR Update	May 2019

Marketing and Communications

Social Media

Schools North East's social media presence continued to grow strongly throughout 2018–19, across all platforms. Twitter saw an increase of almost 15% (**from 5,673 followers to over 6,515**). The previous years' highest impressions in a month was 89,000 (May 2018), this year 3 months exceeded that - **May, June and July all exceeding 100,000!**

We were especially pleased with the huge activity and engagement around CelebrateEd and Ednorth, which saw the hashtag **#CelebrateEd trending on 11th July 2019**. Ednorth Twitter launched at the beginning of June, and now has 191 followers and 726 profile visits. This channel will continue to be developed and grow further.

The Schools North East Facebook page also continued to grow, with **followers increasing from 129 to 252**. Jobs in Schools | North East Twitter **followers increased from 1,485 to 2,301**. Jobs in Schools | North East engagement has steadily risen throughout the year culminating in an **average of 14 link clicks per day** in July, 50% higher than last year. The Jobs in Schools | North East Facebook has also **grown from 907 to 2,361, an increase of 160%**. The SBM Twitter account launched in October 2018 and now has 257 followers, offering a channel to engage with SBMs across the region and beyond.

Media Relations

Schools North East continues to be approached nearly every week for comment on a variety of issues. We featured **a total of 53 times** throughout the year in print, on radio and televised media. Amanda Spielman's major announcement on changes to the Ofsted Inspection Framework featured in a huge range of national media including the BBC and Channel 4, as well as The Guardian, The Independent and The Telegraph amongst others. This has provided us with positive media relations to utilise going forward into 2019-20.

Newsletter & Blog

The Schools North East Weekly Update is now sent to **over 3,400 subscribers**, outperforming industry averages with a **click rate three times higher** than the usual average for education. **41 weekly newsletter updates** were sent in 2018-19. We also issued two **special updates on A Level and GCSE results days**, including good news stories from Partner Schools. Our blog was **viewed over 21,000 times**, with over **11,000 visitors** reading **224 posts**.

Financial Review

General financial situation

Schools North East remains financially viable with income from all sources continuing to grow. 2018-19 saw a strengthened Schools North East team in place with significantly increased expertise and capacity to move forward in the face of greatly increased school demand for support.

This increased capacity ensured that the charity maintained strong growth across its income streams, including: the Partner School programme, Commercial and Education Supporter members, and, in particular, the events programme supporting North East schools.

The total combined turnover of SNE and SNET was £524,117 compared with £425,209 last year.

The majority of expenditure, again, related to staffing and infrastructure, to service the needs of members and the delivery of events, CPD, communications and other support. Schools North East invested significantly to support the **Jobs in Schools | North East** portal via digital marketing campaigns. This year we also invested in the rebrand of Schools North East, the branding of Ednorth and the Fund our Future campaign. The organisation's non-staff overheads remain relatively low because of our longstanding relationship and support from Northumbria University.

For 2018-19, Schools North East received £132,814 in gift-aid payments from Schools North East Trading Ltd.

Financial control systems

Schools North East has continued to develop its approaches to financial and strategic planning. We can effectively monitor and forecast income and expenditure, manage cash-flow and maintain the financial health of the organisation.

Reserves policy

The Trustees reviewed the requirement for free reserves throughout 2018-19, which are those funds not invested in fixed assets or otherwise committed. Based on their reviews they continue to believe that Schools North East requires three months' worth of operating expenditure. At 31 July 2019, 'free' reserves amounted to £202,651 which is well in excess of this amount.

Additional information

In 2018–19, Schools North East employed five members of staff:

1. Director (full-time)
2. Director of Operations and Development (full-time)
3. Marketing and Communications Officer (full-time)
4. Policy Officer (full-time)
5. Executive Assistant (full-time from June 2019)

In 2018 – 19 Schools North East Trading employed six members of staff:

6. Business Manager (full-time)
7. Relationship Manager (full-time)
8. Events Manager (full-time)
9. Events Co-ordinator (full-time)
10. Finance Assistant (full-time)
11. Administrative Assistant (full-time, from January 2018)

GDPR

To ensure compliance with the new GDPR regulations, the Trustees agreed a project plan and implementation schedule for GDPR compliance across Schools North East and Schools North East Trading, in May 2018. The plan was mapped against the ICO 'Preparing for the GDPR - 12 Steps' guidance documentation and implementation is ongoing according to the agreed plan.

Schools North East continues to monitor GDPR compliance throughout the organisation and takes steps in all projects to ensure data is protected and staff understand their own responsibilities around this. Compliance is ensured through the following structure:

- Data Protection Officer: SNET Business Manager.
- A GDPR Project Board: Lead Trustee, Director of Operations SNE, Business Manager SNET, Relationship Manager SNET.
- Expert advice: Ward Hadaway has been appointed to advise on policies and processes relating to GDPR compliance.

Reference and Administrative Details

Name: Schools North East
Charity Registration Number: 1129594
Company Registration Number: 06450637

Registered Office:

Room 115
Ellison Terrace
Northumbria University
Newcastle upon Tyne
NE1 8ST

Names of the charity Trustees at the date this report was approved:

Chair: John Hardy
Vice Chair: Iain Veitch
Ken Fraser
Lynn Watson
Kieran McGrane
David Baldwin
Monica Shepherd
Dame Nicola Stephenson
Colin Lofthouse
Maura Regan
Kieran McLaughlin

Director:

Mike Parker

Key management personnel:

Senior managers of Schools North East

Director: Mike Parker

Director of Operations and Development: Chris Zarraga

Bankers:

Barclays Bank
59 High Street Gosforth
Newcastle upon Tyne
NE3 4AS

Independent Examiner:

Jim Dodds
Ellison Services Limited
Higham House, Higham Place
Newcastle upon Tyne
NE3 8AF

Structure, Governance and Management

1. Governing document

Memorandum and Articles of Association adopted on 11 December 2007, amended by written resolution on 20 January 2009 and Special Resolution dated 28 March 2013 and 19th September 2017.

The charity is controlled by its governing document, a deed of trust, and constituted as a limited company, limited by guarantee, as defined by the Companies Act 2006.

2. Recruitment and appointment of new trustees

Until otherwise determined by a General Meeting, the number of Trustees shall be a minimum of 7 and a maximum of 11. These changes were agreed at the Annual General Meeting on 1 October 2015 and recorded in the minutes.

To be appointed, the candidate must be a serving Head Teacher of a Partner School of the Charity. Trustees are appointed for a term of three years. All Trustees shall be eligible for reappointment subject to a maximum period of office of nine years. The Chairman is also appointed at the AGM, on a yearly basis.

3. Organisational structure

Schools North East is registered as a charitable company limited by guarantee and was set up by a Memorandum of Association. Legal responsibility for the management of the Charity is vested in the Board of Trustees. Day to day management of the Charity is delegated to the Director.

The Advisory Board provides guidance on the Charity's activities, but it is not responsible for its governance. Board members are appointed by local Heads Associations on a representative geographical and sectoral basis. It includes 26 members appointed to represent primary and secondary networks in each of the 12 local authority areas of the North East and a member to represent the special school and independent school sectors respectively. In addition, the Board has co-opted further members to add specific expertise with reference to non-maintained special schools and middle schools. The Trustees are also members of the Advisory Board.

4. Pay policy for senior staff

The Directors consider the board of directors, who are the charity's Trustees, and the senior management team comprise the key management personnel of the charity in charge of directing and controlling, running and operating the charity on a day to day basis. All Trustees give of their time freely and no Trustee received remuneration in the year.

The pay of the senior staff is reviewed annually and normally increased in accordance with inflation.

Statement of Trustees Responsibilities

The Trustees (who are also Directors of Schools North East for the purposes of company law) are responsible for preparing the Trustees' Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

SCHOOLS NORTH EAST
(A company limited by guarantee)

TRUSTEES REPORT
For the year ended 31 July 2019

Company law requires the Trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that period. In preparing these financial statements, the Trustees are required to:

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

The Trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the charitable company's transactions and disclose with reasonable accuracy at any time the financial position of the company 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 charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

This report was approved by the Trustees on: _____

And signed on their behalf by:

John Hardy
Chair of Schools North East

SCHOOLS NORTH EAST

A company limited by guarantee

INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES

For the year ended 31 July 2019

I report on the financial statements of Schools North East for the year ended 31 July 2019, which are set out on pages 23 to 34

Respective responsibilities of trustees and examiner

The trustees (who are also directors of the company for the purposes of company law) are responsible for the preparation of the accounts. The trustees consider that an audit is not required for the year under section 144(2) of the Charities Act 2011 (the 2011 Act) and that an independent examination is needed. The charity's gross income exceeded £250,000 and I am qualified to undertake the examination by being a Fellow of the Association of Charity Independent Examiners.

Having satisfied myself that the charity is not subject to audit under company law and is eligible for independent examination, it is my responsibility to:

- examine the accounts under section 145 of the 2011 Act,
- to follow the procedures laid down in the general Directions given by the Charity Commission (under section 145(5)(b) of the 2011 Act), and
- to state whether particular matters have come to my attention.

Basis of independent examiner's statement

My examination was carried out in accordance with general Directions given by the Charity Commission. An examination includes a review of the accounting records kept by the charity and a comparison of the accounts presented with those records. It also includes consideration of any unusual items or disclosures in the accounts, and seeking explanations from the trustees concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in an audit, and consequently no opinion is given as to whether the accounts present a 'true and fair view' and the report is limited to those matters set out in the statement below.

Independent examiner's statement

In connection with my examination, no material matters have come to my attention which gives me cause to believe that in, any material respect:

- accounting records were not kept in accordance with section 386 of the Companies Act 2006; or
- the accounts do not accord with such records; or
- the accounts do not comply with relevant accounting requirements under section 396 of the Companies Act 2006 other than any requirement that the accounts give a 'true and fair' view which is not a matter considered as part of an independent examination; or
- the accounts have not been prepared in accordance with the Charities SORP (FRS102).

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

Jim Dodds FCIE
Ellison Services Limited
Higham House
Higham Place
Newcastle upon Tyne
NE1 8AF
Date:

SCHOOLS NORTH EAST

A company limited by guarantee

CONSOLIDATED STATEMENT OF FINANCIAL ACTIVITIES

(INCLUDING THE INCOME & EXPENDITURE ACCOUNT)

For the year ended 31 July 2019

	Notes	General Unrestricted Funds £	Restricted Funds £	Total 2019 £	Total 2018 £
<u>Income:</u>					
Income from charitable activities:					
Fees and grants	7	114,572	12,000	126,572	92,074
Income from other trading activities:					
Trading subsidiary income	8	397,545	-	397,545	338,135
Total income		512,117	12,000	524,117	430,209
<u>Expenditure</u>					
Costs of raising funds:					
Trading subsidiary costs	10	264,731	-	264,731	241,645
Expenditure on charitable activities:					
Operation of the charity	11	226,934	12,000	238,934	194,353
Total expenditure		491,665	12,000	503,665	435,998
Net income/(expenditure) and net movement in funds for the year		20,452	-	20,452	(5,789)
<u>Reconciliation of funds</u>					
Total funds brought forward		182,199	-	182,199	187,988
Total funds carried forward		202,651	-	202,651	182,199

The Statement of Financial Activities includes all gains and losses recognised in the year. All incoming resources and resources expended derive from continuing activities

The notes on pages 26 to 34 form an integral part of these accounts.

SCHOOLS NORTH EAST

A company limited by guarantee

Company number 06450637

CONSOLIDATED BALANCE SHEET

As at 31 July 2019

	Notes	Group		Charity	
		2019 £	2018 £	2019 £	2018 £
<u>Fixed assets</u>					
Tangible assets	20	771	-	771	-
<i>Total Fixed Assets</i>		771	-	771	-
<u>Current assets</u>					
Debtors and prepayments	22	149,162	186,791	195,311	171,791
Cash at bank and in hand		154,944	145,170	17,823	23,389
<i>Total Current Assets</i>		304,106	331,961	213,134	195,180
<u>Liabilities</u>					
Creditors falling due within one year	23	(102,226)	(149,762)	(11,255)	(12,981)
<i>Net Current Assets</i>		201,880	182,199	201,880	182,199
<i>Total assets less current liabilities</i>		202,651	182,199	202,651	182,199
<i>Net Assets</i>		202,651	182,199	202,651	182,199
<u>The funds of the charity</u>					
Restricted income funds		-	-	-	-
General unrestricted income funds		202,651	182,199	202,651	182,199
<i>Total charity funds</i>		202,651	182,199	202,651	182,199

The company was entitled to an exemption from audit under s477 of the Companies Act 2006 relating to small companies

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

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

These accounts have been prepared in accordance with the provisions applicable to small companies subject to the small companies regime and in accordance with FRS102 SORP.

The notes on pages 26 to 34 form an integral part of these accounts.

These financial statements were approved by the Board on:

and are signed on its behalf by: John Hardy
Chair

SCHOOLS NORTH EAST

A company limited by guarantee

CONSOLIDATED STATEMENT OF CASH FLOWS

For the year ended 31 July 2019

	2019 £	2018 £
<u>Cash flows from operating activities</u>		
Net movement in funds	20,452	(5,789)
Depreciation	210	155
Deduct interest income shown in investing activities	-	-
Decrease in debtors	37,629	(58,882)
Decrease in creditors	(47,536)	81,635
<i>Net cash from operating activities</i>	<u>10,754</u>	<u>17,119</u>
<u>Cash flow from investing activities</u>		
Purchase of tangible fixed assets	(981)	-
Interest received	-	-
<i>Net cash used in investing activities</i>	<u>(981)</u>	<u>-</u>
 Increase (decrease) in cash and cash equivalents	 9,774	 17,119
Cash and cash equivalents at start of year	145,170	128,051
<i>Cash and cash equivalents at end of year</i>	<u>154,944</u>	<u>145,170</u>
 Cash and cash equivalents consist of:		
Cash at bank and in hand	<u>154,944</u>	<u>145,170</u>

The notes on pages 26 to 34 form an integral part of these accounts.

SCHOOLS NORTH EAST

A company limited by guarantee

NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS

For the year ended 31 July 2019

1 Accounting Policies

The principle accounting policies adopted, judgements and key sources of estimation uncertainty in the preparation of the financial statements are as follows:

2 Basis of accounting

2.1 Basis of preparation

These accounts have been prepared under the historical cost convention with items recognised at cost or transaction value unless otherwise stated in the relevant note(s) to these accounts.

The accounts have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2015) – Charities SORP (FRS 102), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Charities Act 2011

Schools North East meets the definition of a public benefit entity under FRS 102.

2.2 Preparation of the accounts on a going concern basis

The charity reported total free reserves at the year end of £202,651 and has already secured a significant amount of income for the current year. The trustees are of the view that the immediate future of the charity for the next 12 to 18 months is secure and that on this basis the charity is a going concern.

3 Income

3.1 Recognition of income

Income is recognised when the charity has entitlement to the resources, any performance conditions attached to the item(s) of income have been met, it is more likely than not that the resources will be received and the monetary value can be measured with sufficient reliability.

3.2 Offsetting

There has been no offsetting of assets and liabilities, or income and expenses, unless required or permitted by FRS102 SORP or FRS102.

3.3 Grants and donations

Income from government and other grants, whether 'capital' grants or 'revenue' grants, is recognised when the charity has entitlement to the funds, any performance conditions attached to the grants have been met, it is probable that the income will be received and the amount can be measured reliably and is not deferred.

Income received in advance or provision of other specified service is deferred until the criteria of income recognition are met.

3.4 Interest receivable

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

SCHOOLS NORTH EAST

A company limited by guarantee

NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS

For the year ended 31 July 2019

3.5 Income from membership subscriptions

Membership subscriptions received in the nature of a gift are recognised in donations and legacies

Membership subscriptions which gives a member the right to buy services or other benefits are recognised as income earned from the provision of goods and services as income from charitable activities.

3.6 Fund accounting

Unrestricted funds are available to spend on activities that further any of the purposes of charity. Designated funds are unrestricted funds of the charity which the trustees have decided at their discretion to set aside to use for a specific purpose. Restricted funds are donations which the donor has specified are to be solely used for particular areas of the charities' work or for specific projects being undertaken by the charity.

4 Expenditure and liabilities

4.1 Liability recognition

Liabilities are recognised when it is more likely than not that there is a legal or constructive obligation committing the charity to pay out resources and the amount of the obligation can be measured with reasonable certainty

4.2 Charitable activities

Expenditure on charitable activities includes the costs of advancement of education in the North East and other activities undertaken to further the purposes of the charity and their associated support costs.

4.3 Governance and support costs

Support costs have been allocated between governance cost and other support. Governance costs comprise all costs involving public accountability of the charity and its compliance with regulation and good practice

Support costs are those functions that assist the work of the charity but do not directly undertake charitable activities. Support costs include central functions and have been allocated to activity cost categories on a basis consistent with the use of resources.

4.4 Irrecoverable VAT

Irrecoverable VAT is charged as a cost against the activity for which the expenditure was incurred.

4.5 Creditors

The charity has creditors which are measured at settlement amounts less any trade discounts

4.6 Provisions for liabilities

A liability is measured on recognition at its historical cost and then subsequently measured at the best estimate of the amount required to settle the obligation at the reporting date

5 Assets

5.1 Tangible fixed assets for use by the charity

Individual fixed assets costing £500 or more are capitalised at cost and are depreciated over their estimated useful economic lives on a straight line basis as follows:

Office and computer equipment

Straight line over four years

SCHOOLS NORTH EAST

A company limited by guarantee

NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS

For the year ended 31 July 2019

6 The summary financial performance of the charity alone is:

	Total 2019 £	Total 2018 £
Income	126,572	92,074
Gift aid from subsidiary company	132,814	96,490
	259,386	188,564
Expenditure on charitable activities	238,934	194,353
Net income/(expenditure)	20,452	(5,789)
Total funds brought forward	182,199	187,988
Total funds carried forward	202,651	182,199

Represented by:

Restricted income funds	-	-
General unrestricted income funds	202,651	182,199
	202,651	182,199

Analysis of income

	General Unrestricted Funds £	Restricted Funds £	Total 2019 £	Total 2018 £
7 Income from charitable activities				
School Membership Fees	74,538	-	74,538	59,932
Commercial membership fees	38,400	-	38,400	25,345
Advertising sponsorship	1,105	-	1,105	908
Other income	529	-	529	889
<u>Grants</u>				
Educational Endowment	-	7,500	7,500	5,000
Foundation (EEF)				
Royal Grammar School	-	4,500	4,500	
	114,572	12,000	126,572	92,074
8 Income from other trading activities				
Trading subsidiary				
Conferences and events	397,545	-	397,545	338,135
	397,545	-	397,545	338,135

SCHOOLS NORTH EAST

A company limited by guarantee

NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS

For the year ended 31 July 2019

Analysis of income continued

Income was £524,117 (2018: £430,209) of which £512,117 was unrestricted or designated (2018: £425,209) and £12,000 was restricted (2018: £5,000).

Analysis of expenditure

	General Unrestricted Funds £	Restricted Funds £	Total 2019 £	Total 2018 £
10 Costs of raising funds				
Trading subsidiary costs				
Staff costs	149,353	-	149,353	116,655
Direct costs	82,055		82,055	81,040
Overheads	33,323	-	33,323	43,950
	<u>264,731</u>	<u>-</u>	<u>264,731</u>	<u>241,645</u>
11 Charitable activities				
<u>Direct Costs</u>				
Advancement of education in the North East	222,329	12,000	234,329	190,946
Depreciation	210	-	210	154
<u>Governance costs</u>			-	
Trustees meeting costs and AGM	894	-	894	538
Legal fees	2,376	-	2,376	1,640
Independent examiners fees	1,125	-	1,125	1,075
	<u>226,934</u>	<u>12,000</u>	<u>238,934</u>	<u>194,353</u>

Expenditure on charitable activities and raising funds was £503,665 (2018: £435,998) of which £491,665 was unrestricted or designated (2018: £430,998) and £12,000 was restricted (2018: £5,000).

12 Net income/(expenditure) for the year

	2019 £	2018 £
This is stated after charging :		
Depreciation	210	154
Independent examiner's fees for reporting on the accounts	1,125	1,075
Other accountancy services provided by the examiner	2,929	6,096
	<u>4,264</u>	<u>7,325</u>

SCHOOLS NORTH EAST

A company limited by guarantee

NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS

For the year ended 31 July 2019

13 Analysis of staff costs, and the cost of key management personnel

	2019 £	2018 £
Gross wages, salaries and benefits in kind	288,191	257,494
Employer's National Insurance costs	24,217	23,449
Employer's pension costs	5,611	2,781
	318,019	283,724

One employee received remuneration above £60,000 (2018: One).

The key management personnel of the charity, comprise the Trustees, the Board, the Director and the Director of Operations and Developments. The total employee benefits of the key management personnel of the charity were £132,393 (2018: £114,328).

14 Staff Numbers

The average monthly head count was 11 staff (2018: 10 staff) and the average monthly number of full-time equivalent employees during the year were as follows:

	2019 Number	2018 Number
The parts of the charity in which the employee's work.		
Charitable activities	10.0	9.0
	10.0	9.0

15 Transactions with trustees

None of the trustees have been paid any remuneration or received any other benefits from employment with the

16 Trustees' expenses

No trustees' expenses have been incurred in the year (2108 none).

17 Transaction(s) with related parties

The following trustee's son is employed by the charity trading subsidiary on a sessional basis.

Name of the trustee	Relationship to charity	Description of transaction	2019 £	2018 £
Iain Veitch	Son of trustee	Employed by the charity trading subsidiary	3,180	2,182

The trustees have made reference to the charities conflict of interest policy to prevent a conflict of interest from affecting the relevant decision making processes. The legal authority is the charitable companies Articles.

SCHOOLS NORTH EAST

A company limited by guarantee

NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS

For the year ended 31 July 2019

18 Defined contribution pension scheme

The charity operates a defined contribution pension scheme. The assets of the scheme are held separately from those of the charity in an independently administered fund.

The employer's pension costs represent contributions payable by the charity to the fund and amount to £5,611 (2018: £2,781). There was £nil outstanding as at 31 July 2019 (2018: £nil).

19 Corporation taxation

The charity is exempt from tax on income and gains falling within section 505 of the Taxes Act 1988 or section 252 of the Taxation of Chargeable Gains Act 1992 to the extent that these are applied to its charitable objectives.

20 Tangible fixed assets

	Charity		Group	
	Office equipment £	Total £	Equipment £	Total £
Cost				
Balance brought forward	3,415	3,415	-	3,415
Additions	981	981	-	981
Disposals	-	-	-	-
Balance carried forward	4,396	4,396	-	4,396
Depreciation				
Balance brought forward	3,415	3,415	-	3,415
Depreciation charge for year	210	210	-	210
Disposals	-	-	-	-
Balance carried forward	3,625	3,625	-	3,625
Net book value				
Brought forward	-	-	-	-
Carried forward	771	771	-	771

21 Fixed asset investment

Investment in subsidiary company

The charitable company owns a wholly-owned UK subsidiary company, Schools North East Trading Ltd. The principle activity of the company during the year was educational support services. A summary of the companies results and balance sheet for the year ended 31 July 2019 is as follows:

SCHOOLS NORTH EAST

A company limited by guarantee

NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS

For the year ended 31 July 2019

21 Fixed asset investment continued

The summary financial performance of the subsidiary alone is:

	2019 £	2018 £
Turnover	397,545	338,135
Cost of sales	(82,055)	(81,040)
Administration costs	(182,676)	(160,605)
Net profit	132,814	96,490
Amount gift aided to parent charity	(132,814)	(96,490)
Retained in subsidiary	-	-

The assets and liabilities were:

Current assets	268,076	283,630
Creditors amounts falling due within one year	(268,074)	(283,628)
Total net assets	2	2
Called up share capital	2	2
Profit and loss account	-	-
Total net assets	2	2

22 Debtors and prepayments (receivable within 1 year)

	Group		Charity	
	2019 £	2018 £	2019 £	2018 £
Trade debtors	181,777	210,221	50,822	29,892
Provision for doubtful debts	(32,615)	(23,430)	(8,115)	(4,950)
Amounts due from subsidiary undertakings	-	-	152,604	146,849
	149,162	186,791	195,311	171,791

23 Creditors and accruals (payable within 1 year)

	Group		Charity	
	2019 £	2018 £	2019 £	2018 £
Trade creditors	275	5,200	3	-
Taxation and social security	53,647	54,639	9,497	6,074
Deferred income	45,799	82,264	-	-
Accruals				
Preparation of statutory accounts	1,875	1,825	1,125	1,075
Other creditors	630	5,834	630	5,832
	102,226	149,762	11,255	12,981

SCHOOLS NORTH EAST

A company limited by guarantee

NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS

For the year ended 31 July 2019

24 Deferred income

	2017 £
Balance brought forward	82,264
Amount released to income earned from charitable activities	(82,264)
Amount deferred in year	45,799
Balance carried forward	45,799

25 Analysis of charitable funds

Analysis of movements in unrestricted funds

	Fund balances brought forward £	Incoming resources £	Resources expended £	Transfers £	Fund balances carried forward £
General unrestricted fund	182,199	512,117	(491,665)	-	202,651
Totals	182,199	512,117	(491,665)	-	202,651

Purpose of unrestricted funds

General unrestricted fund The 'free reserves' of the charity.

Analysis of movements in restricted funds

	Fund balances brought forward £	Incoming resources £	Resources expended £	Transfers £	Fund balances carried forward £
Restricted funds					
Educational Endowment Foundation (EEF)	-	7,500	(7,500)	-	-
Royal Grammar School	-	4,500	(4,500)	-	-
Totals	-	12,000	(12,000)	-	-

Purpose of restricted funds

Restricted funds represent income resources used for a specific purpose within the charity as identified by the donor.

Educational Endowment Foundation (EEF)	Contribution towards the Evidenced Based Education Programme.
Royal Grammar School	Sponsorship of Voice of the Pupil Programme.

SCHOOLS NORTH EAST

A company limited by guarantee

NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS

For the year ended 31 July 2019

26 Analysis of net assets between funds

	Unrestricted Funds £	Restricted Funds £	Total 2019 £	Total 2019 £
Tangible fixed assets	771	-	771	-
Cash at bank and in hand	154,944	-	154,944	145,170
Other net current assets/(liabilities)	46,936	-	46,936	37,029
	202,651	-	202,651	182,199