Culham St Gabriel's Trust Annual Review 2021-22



Registered Address
Peace House
19 Paradise Street
Oxford
OX1 1LD

Registered Charity No: 309671



Dr Linda Whitworth

Introduction from Culham St Gabriel's Trust, Chair of Trustees

This Annual Report gives all of us involved with Culham St. Gabriel Trust an opportunity to reflect on its purpose and strategic objectives, as well as present the Trust's recent work in the field of Religion and Worldviews. It has been another busy year with additions to our consultant team to assist with our broadening role and new initiatives which are detailed in this report. I would like

to thank all our team, ably led by our Chief Executive, for the dedicated and imaginative way they have developed new opportunities and supported teachers, pupils, advisors, and researchers through a range of different on-line courses, programmes and events.

In July we said goodbye to John Keast OBE, who was a founding trustee and who has, through his various roles, latterly as Chair of Trustees, steered us wisely and compassionately to ensure the trust serves the religion and worldviews community in schools and in the wider educational field. We are very grateful for his contribution. Notable highlights this year include the development of our e-platform, involvement with a range of other trusts and groups to strengthen connections in our community and our work on public advocacy.





Korphild Crisis

Dr Kathryn Wright

Introduction from Culham St Gabriel's Trust, Chief Executive

It has been a pleasure to serve as Chief Executive over this last year and to see our strategy being implemented so effectively through our incredibly diverse and highly skilled team. There have been some significant highlights for me this year including the campaign based around our public perception survey, the launch of

our new e-learning platform and our engagement with the International Ministerial on Freedom of Religion or Belief. Working alongside some new partners including Dial Global and the ENEI has been a privilege, as has my engagement with other funders who share our vision for an education in religion and worldviews. Working closely with partners such as The RE Policy Unit has been invaluable as we strive to advocate and lobby for the subject with policy makers. In addition, it was a delight to celebrate the Trust's 10th anniversary at our Summer Grants Showcase event in June. This new style of annual report seeks to better share the work of the Trust, including its grant giving, over the last year.

I look forward to serving the religion and worldviews community in 2022-23.

Our strategy in a snapshot



CULHAM ST GABRIEL'S

- 1. Promoting positive public perception of an education in religion and worldviews
- 2. Influencing government policy in supporting religion and worldviews, including the recommendations of the Commission on RE (2018)
- 3. Advocating for the importance of a high-quality education in religion and worldviews within the education world
- 4. Developing excellent leadership and teaching of religion and worldviews
- 5. Facilitating the religion and worldviews community to work more cohesively.

Our vision, mission, values, and strategy are rooted in our core charitable objectives which have at their heart the promotion of higher and further education, life-long learning, research, and development of religious education.

2021-22 Culham St Gabriel's in numbers CSTG in numbers

4 personal professional development grants awarded

9 in conversation events held

12 project grants awarded

12 masters' scholarships awarded

21 participants in our leadership programme

147 attendees at our in conversation events

992 professional development course registrations

1202 Facebook fans

2848 RE:ONLINE newsletter subscribers

9611 Twitter followers

34,764 RE:ONLINE page views on average every month

£58,340 awarded in individual grants or scholarships

£158,122 awarded in project grants

£338,000 awarded in strategic funding

Approximately £550,000 total funding awarded to projects, individuals, scholarships, and strategy partners.

Promoting positive public perception of an education in religion and worldviews



In 2021-22, the Trust has extended its advocacy reach into new sectors and contexts. Deep conversations and relationship building has occurred with many worldview community groups about the importance of an education in religion and worldviews in schools. The Trust used its commissioned survey (2020-21) to advocate and promote the subject through social media, with politicians in partnership with the RE Policy Unit, and directly with organisations such as ENEI and Dial Global.

The Trust commissioned a series of eleven films to capture the importance of the subject in different walks of life, these are due for release in Autumn 2022. The Trust worked closely with its partners developing a 'champions' programme, utilising their influence and expertise in a range of sectors including education, media, and law.

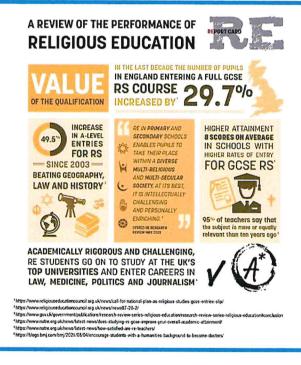
The Trust worked with the Foreign and Commonwealth Office and the UK FoRB Forum supporting and speaking at the International Ministerial on Freedom of Religion or Belief (FoRB). Subsequently, the Trust has convened an education working group to explore effective ways of promoting and protecting FoRB. The Culham St Gabriel's website was developed to more prominently show the campaigns the Trust is supporting.

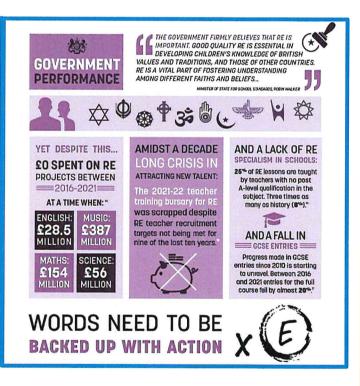


Influencing government policy in supporting religion and worldviews, including the recommendations of the Commission on RE (2018)

In 2021-22, the Trust developed a seamless working relationship with the RE Policy Unit. This involved developing joint messaging, creation of joint resources and nurturing positive relationships throughout the religion and worldviews community. Significant funding was given to both the Religious Education Council and the RE Policy Unit in 2021-22 to support their advocacy and lobbying work with government. The number of parliamentary questions relating to religion and worldviews was significant and the impact of a parliamentary roundtable event is still being nurtured.

The Trust is actively supporting the building of consensus to secure the provision of an education in religion and worldviews in all schools and academies in light of the recent White Paper, and proposed Schools Bill. The Trust continues to work strategically with other funders to support policy change, particularly in relation to recruitment and retention of teachers. The RE Policy Unit developed a series of 'Report Cards' highlighting both the positive value of the subject, but also the lack of government funding. The Trust is pleased to fund this type of work to push for positive policy change.

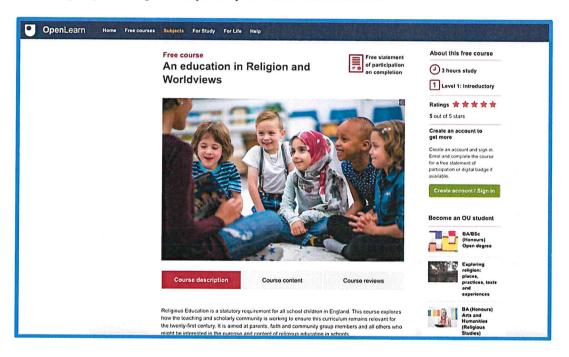




Advocating for the importance of a high-quality education in religion and worldviews within the education world

The Trust has been proactive in reaching out to a number of Multi-Academy Trusts and supporting the work of partner organisations in advocating within the wider education sector. Our Chief Executive spoke at several multi-academy trust events, both in person and online during 2021-22. In addition, she has met with senior officials and leaders in education to stress the importance of an education in religion and worldviews to help children and young people navigate the complex world in which we live. Two strategic partnerships have been developed during this year with the Chartered College of Teaching, and with the Maternity Paternity Project. As a result of this a new CTeach scholarship programme will be launched in 2023. Through the RE Policy Unit, new openings have been created with organisations such as #TheSchoolRun and #SecEd for blog postings.

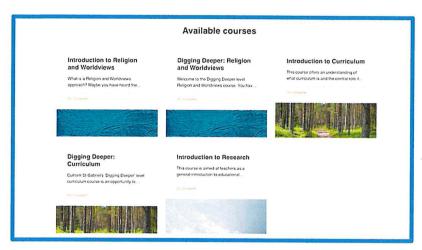
A grant funded project led by the Open University, Faith and Belief Forum and Inform worked extensively with multiple stakeholders in the education sector. One resulting output was the creation of a free Open Learn course designed for educators, parents, governors, and community leaders. This provides a lasting sustainable way of promoting the subject beyond classroom teachers.



A competition to encourage children and young people to celebrate great religion and worldview learning experiences that make a difference was held in Spring 2022 with a good number of entries. Winning entries were published on RE:ONLINE. One young person said,

This (RE) lesson taught me the importance of asking important questions to not only have a better understanding of yourself and the nature of the world around, but to be able to use that knowledge to build a better world. (Zara, Key Stage 3)

Developing excellent leadership and teaching of religion and worldviews



The Trust has reimagined its own programme offer this year for serving teachers with the launch of a new elearning platform in Spring 2022. The platform opened with three free courses, with plans for an additional six being developed in 2022-23. The courses focus on an introduction to religion and worldviews, curriculum, and research. Initial registration for courses in May-August 2022 was over 300 with a number completing the courses by the end of August. Evaluations so far have been very

positive about the content and approach to learning.

The Masters scholarship programme supported 33 teachers through a community of practice and one-to-one support. Twelve of these were new scholars (awards committed 2020-21). The range of dissertation topics covered in special educational needs, de-colonising the curriculum, peer assessment and pupil perceptions of the subject. Some scholars contributed to our research of the month feature.

A doctoral community of practice was started to support those with professional development awards, and an alumni group was set up for those who had completed their masters studies the previous year.



The **leadership programme** had a large cohort of 21 teachers in 2021-22. The programme built on the success of its pilot year, supporting teachers in developing their understanding of curriculum, pedagogy, policy and research. We have recruited 15 participants for the 2022-23 cohort. The programme is supported by a steering group which draws on the expertise of the main RE organisations. The programme has had significant impact over the last two years resulting in the following career developments for participants:

- 3 participants took on leadership roles in their Multi- Academy Trusts
- 4 have become involved in leading national research projects
- 2 are now becoming Chartered Teachers through the Chartered College
- 2 became a local authority advisors for RE
- 1 took on a new role as an adviser with RE Today Services
- 1 became Chair of NATRE
- 1 started a PhD
- 1 become Chair of their local SACRE
- 1 became a diocesan adviser
- 1 became an independent consultant
- 1 became a deputy head

- 1 became a regional hub lead
- 1 has set up a national network for RE teachers in special schools
- 1 has become a Head of School

During 2021-22, the Trust spent time preparing for a second **RExChange** conference which takes place in October 2022. The aim of this conference was to promote real world research for real world classrooms. The event is co-sponsored with Templeton World Charity Foundation who awarded a grant of £10,819. To further engagement with research, the Trust has developed an open access policy during 2021-22 which was implemented during the Autumn grant round 2022.



RE:ONLINE continues to be one of the 'go to' places for curriculum support for teachers and others interested and engaged with the religion and worldview community. Each term saw a new theme shaping blogs and new resources, these included curriculum, ways of knowing and the RE Quality Mark (www.reqm.org). A series of book reviews about worldviews over summer 2022 saw the highest number of page views in August since we started recording data.

In 2021-22 we implemented a more strategic approach to **social media**. We have over 9,500 twitter followers, over 1200 Facebook Fans and over 200 Instagram followers. We have also been working on our Linked In presence. Our regular newsletters go to over 2800 people each month.

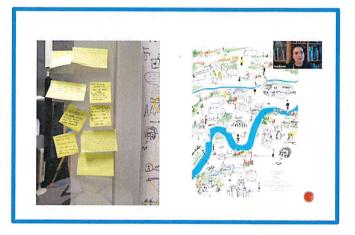
Facilitating the Religion and Worldviews community to work more cohesively

The Trust has used steering groups and focus groups to work more closely with its partners and religion and worldview community. As well as the leadership steering group, one was also set up for RExChange to ensure the voices of both teachers and researchers were heard in the planning process for the conference. The reimagining of the Regional Hub Infrastructure project, of which the Trust is a major funder, also saw the introduction of a cross community steering group. These meetings provide opportunities for the religion and worldviews community to work together on specific goals and outcomes. Conversations have also taken place across the community following the publication of the White Paper, so discuss common approaches and ways forward.

Our Chief Executive has also attended and spoken at a number of partner events this year including Strictly RE, AULRE Conference, AREIAC Conference, Religious Education Council AGM, NASACRE AGM and the BASR conference.

Event Highlights

The Trust hosted nine 'In conversation events' to bring together teachers and researchers through an online space. These were made freely available to participants and were recorded for viewing after the events. Sessions were themed around two topics, religion, worldviews and the public square, and the intersection between religion, worldviews, society and culture. Researchers included Dr Ana Souto on Mapping Sacredness, Assistant Professor Tim Hutchings and Dr Jasjit Singh on digital religion and Professor Alana Vincent on religion during the pandemic.





The Trust hosted an online **Grants Showcase** highlighting eleven of its grant funded projects, the difference they have made and the impact they have had. A recording of this was made and is available here: https://www.cstg.org.uk/grants-awarded/grants-showcase/

List of all funding awards 2021-22

The Trust has funded twelve new masters scholars for a September 2022 start (£32480), with support from Hockerill Educational Foundation (£7800). The Trust funded four professional development grants towards doctoral or other studies in 2021-22, to a total of £24,500.

The Trust has awarded six strategic funding awards (donations) totalling £338,000.

RE Policy Unit – £30K awarded in September 2021, with a further £100K (over 3 years) awarded in July 2022, for campaigning, advocacy and policy work.

Regional Hubs Project - £45K awarded in September 2021, with a further £150K (over 3 years) awarded in July 2022. RE Today Services hold the budget and oversee operations.

NATRE Leadership Fund to enable teachers to attend meetings with high level officials, Ofsted, Ofqual and so on: £1000

RE Council Chair Support to enable the chair to fulfil her role effectively £12,000 over three years (£4K per year beginning in Sept 2021 paid to the Chair's employer to release her)

The Trust awarded twelve project grants totalling £158,122

Religion Media Centre: Creating Connections £25,000 and additional £2,500

Portsmouth SACRE: Diversity of Christian, beliefs, values and ways of worship. £2,385

London Oratory School: Key Stage 3 curriculum project £8,240

Ormiston Academies Trust: Curriculum and Assessment development project £25,300 Church in Wales: Multidisciplinary Religion, Values and Ethics curriculums £18,700 The University of Nottingham: Religion and Worldviews Understanding £29,522

Rose Castle Foundation: Scriptural Reasoning £4,950

Independent Schools Religious Studies Association: Competition £1,625

David Ross Education Trust: Disciplinary Understanding £4,926 Canterbury Christ Church University: Mood Boards £17,428

University of Bristol: Race, Religion and Education Film Club £5,000

Edge Hill University: Summer School £9,975.

Liverpool Community Spirit: Jewish worldviews £1,986

AULRE: Conference place sponsorship £585

A Spotlight on the Religion Media Centre Grant Funded Project



The Trust funded an innovative project to bring together the media, representatives and education professionals who share the common goal of helping the public understanding of religion. "Creating Connections" events were organised by the Religion Media Centre in five cities. RE teachers joined the events in every city, contributing their knowledge of the local religious landscape and engaging in conversation with groups not usually brought together. Watch a film about the events here. In Summer 2022, Trustees agreed to a

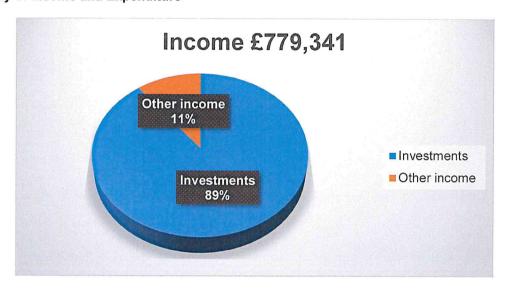
further project grant for the RMC to work with another five cities in 2023.

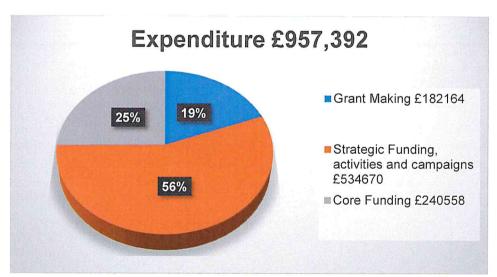
Looking to the future

Every summer we review our strategy and set new goals for the coming year. In summer 2023 the current strategy period ends, so we are planning a review in March 2023 to consider the ever-changing educational landscape as well as wider contextual factors to determine whether any adjustments are needed to our strategy from 2023 onwards. In addition, in 2022-23 the Trust is taking a more strategic approach to diversity, equity and inclusion, particularly looking at its processes and practices in relation to this.

In 2022-23, the Trust is exploring new ways of grant giving, including participatory grant giving approaches and has also introduced a small Chair's Hardship Fund. In addition, all individual grants have now become scholarship schemes which not only provide financial support, but professional communities of practice.

Summary of Income and Expenditure





Governance of the Trust

Trustees 2021-22

Co opted Trustees:

Ms Susie Al-Qassab (appointed 10th October 2022)

Revd Canon Peter Ballard 2020-2024 (Chair Finance and General Purposes Committee)

Professor Robert Bowie 2019-2023

Mr Lee Coley 2020-2024 (Resigned 5th May 2022)

Mr James Cowen 2019-2023

Ms Nansi Ellis 2019-2023 (Chair of Grants and Education Committee from 1st September 2022)

Ms Gillian Georgiou 2021-2025

Canon Dr Ann Holt OBE 2020-2024

Mr John Keast OBE 2018-2022 (Chair of Trustees, End of Final Term 31st August 2022)

Mr Krystian McInnis (appointed 10th October 2022)

Mrs Deborah Weston OBE 2020-2024

Dr Linda Whitworth 2018-2022 (Chair of Grants and Education Committee until 31st August 2022, Chair of Trustees from 1st September 2022)

Nominated Trustees:

Revd Mark Bennet 2020-2024 Mr Marcus Cooper 2018-2022 (End of Term 31st August 2022) Mr Tony Wilson 2019-2023

Ex Officio:

Revd Canon Nigel Genders

The Trust website is updated regularly with any changes to personnel, including changes in Trustees. www.cstg.org.uk/people. The Chair of the Trust, Mr John Keast OBE, fulfilled his term as a trustee and stepped down on 31st August 2022. The new Chair of the Trust will be Dr Linda Whitworth from 1st September 2022.

Structure of the Trust

The Trust operates with two committees with defined roles in relation to finance and general purpose, and grant-giving and education, each reporting to the Full Board of Trustees. All documentation including policies, standing orders, agendas and minutes are managed through Microsoft Teams. New trustees meet with the Chair and Chief Executive before a recommendation is made to the Board. All trustees have signed the Trustee declaration and completed the register of interests. The Chief Executive provides a termly newsletter to trustees between Board meetings as well as an operational report at each Full Board meeting.

Reserves Statement

The uncommitted General Fund shall be maintained at a figure approximating to twelve months' investment income (approximately £650K). At this level of reserves, it should be possible to absorb future Stock Exchange fluctuations, other unforeseen contingencies and any higher-than-average grant applications or programme costs in any one year. At 31st August 2022 the unrestricted funds balance was £753,555 (2021: £1,043,426), of which £753,555 (2021: £1,043,426) was held in investments. Trustees are ensuring that they are meeting particular areas of need within the education sector especially during these uncertain times and used £250K of cash reserves to commit to funding the RE Policy Unit and Regional Hubs over the next three years. They also agreed to an 'overspend' on the grants budget drawing on reserves if necessary to maximise the impact of the Trust through grant funded projects. The level of unrestricted reserves and the charity's reserves policy will continue to be reviewed regularly.

Investments and Risks Policy

The Culham St Gabriel's investment objectives are:

- To protect, so far as is reasonable, with the avoidance of undue risk, the real value of the capital
 and stability of income for the portfolio after allowing for inflation;
- To maintain a proactive ethical stance through investment strategy.

The two objectives are of equal importance.

The major risks to which the Trust is exposed, in particular those related to the operations and finances of the Trust have been reviewed in the light of continued Covid-19 pandemic in 2021-22, and also the impact on investments of the war in Ukraine. Systems and procedures have been established to minimise and manage those risks. Insurance policies have been reviewed in light of the changing operations of the Trust.

Key Management Personnel Renumeration

The pay of all employees is reviewed annually. The renumeration is reviewed to ensure that it is fair and not out of line with similar roles. Payments to consultants are also reviewed on an annual basis.

Public Benefit Statement

The Trust furthers its charitable purposes for the public benefit by advocating for and championing an education in religion and worldviews as set out in this annual review. In setting its operational plans and activities the trustees have considered the Charity Commission's general guidance on public benefit. During the year ended 31st August 2022, the Trust has continued to provide support through strategic funding awards, grant-making and programmes as set out in this review. It has also developed its strategic partnerships with like-minded funders and other organisations with similar purposes.



Charity Information

CEO:

Kathryn Wright

Auditor:

Wenn Townsend

Chartered Accountants

30 St Giles' Oxford OX1 3LE

Bankers:

National Westminster Bank plc

11 Market Place

Abingdon Oxon OX14 3HH

Investment Managers:

CCLA Investment Management Limited

Senator House, 85 Queen Victoria Street

London EC4V 4ET

Solicitors:

Winckworth Sherwood

16 Beaumont Street

Oxford OX1 2LZ

Registered Charity No:

309671

Trustees' Responsibilities

The Trustees 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). The law applicable to charities in England and Wales requires the Trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the Charity and of the incoming resources and application of resources of the Charity for that period. In preparing these financial statements, the Trustees are required to:

- select suitable accounting policies and then apply then consistently:
- observe the methods and principles in the Charities SORP;
- make judgements and estimates that are reasonable and prudent:
- state whether applicable accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the Charity will continue in operation.

The Trustees are responsible for keeping proper accounting records that 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 Charities Act 2011, the Charity (Accounts and Reports) Regulations 2008 and Trust Deed. 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. The Trustees are responsible for the maintenance and integrity of the charity and financial information included on the charity's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

The Trustees, in exercising their powers and duties, have complied with their duty to have due regard to the guidance on public benefit published by the Charity Commission.

ON BEHALF OF THE TRUSTEES

L Whitworth

Linda Whitworth

7th December 2022

