



# CULHAM ST GABRIEL'S

**Culham St Gabriel's Trust**

**Annual Review 2022-23**

**Registered Address**

**30, St Giles, Oxford. OX1 3LE**

**Registered Charity No: 309671**



**Dr Linda Whitworth**

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

Welcome to the Culham St. Gabriel's Trust Annual Review 2022-23. In this report as well as financial matters, you will find details about our activities to support teachers, researchers and all those working in the field of Religion and Worldviews. As you will see, we have had a busy and exciting year, focusing on developing projects and communications across and beyond Religion and Worldviews, by strengthening connections with the Religious Education Council, NATRE and AREIAC as well as other groups. We are continuing to fund a diverse range of projects through our grants awards and are committed to providing high-quality educational opportunities, especially through our research and professional development communities, RExChange and our e-learning courses. We have also begun to operate in new areas, such as promoting Freedom of Religion or Belief and supporting a National Content Standard for RE.

There is much to be done to tackle the challenges Religion and Worldviews faces currently and with our new strategic objectives in place, this report demonstrates the depth and breadth of our vision and activities. The trustees are very grateful to Kathryn and her skilled and dedicated team, who consistently create new opportunities as well as sustaining our existing work.

*L Whitworth*



**Dr Kathryn Wright**

**Introduction from Culham St Gabriel's Trust, Chief Executive**

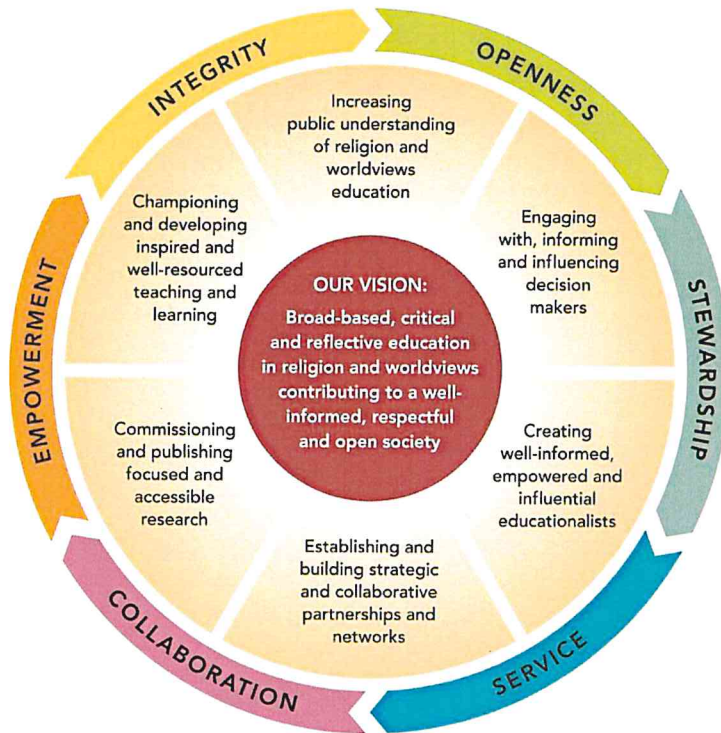
Collaboration and partnership have been two key themes for me as CEO this last year. How can we nurture and promote collaboration between stakeholders? How can we support collaborations through networking, hubs and grantees? Who can we partner with to further our mission in advocating for and promoting an education in religion and worldviews? It has been a pleasure to work with so many different people this year, and with some new organisations such as with the UK FoRB Forum, The Confederation of School Trusts, OAK Academy and Greenbelt. Achieving the Trust's vision will only be possible through working together with others. Our continued strategic partnerships with many of the main RE organisations encourages me, particularly as we advocate together for a National Plan for RE in England, and high-quality education in religion and worldviews across the UK.

It has also been a pleasure to work closely with our new Chair of Trustees, Linda Whitworth. Linda has brought experience, expertise and insights to her role with great wisdom and I am very grateful for her support.

I look forward to serving the religion and worldviews community in 2023-24

*Kathryn Wright*

## 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.



Annual Review Highlights 2022-23



CULHAM ST GABRIEL'S

7  
In Conversation  
events held



10  
Project grants  
awarded



3  
Doctoral scholarships  
awarded



DOCTORAL  
SCHOLARSHIP  
PROGRAMME

7  
CTeach scholarships  
awarded



CTEACH  
SCHOLARSHIP  
PROGRAMME

12  
Masters scholarships  
awarded



MASTERS  
SCHOLARSHIP  
PROGRAMME



17 participants on our leadership  
programme



303  
Instagram  
Followers



1257  
Facebook  
Fans



10,385  
Twitter/X  
Followers



151 attendees at our In  
Conversation events

319 A level Digest  
subscribers



2,008 e-learning  
enrolments



2,825 RE:ONLINE  
newsletter subscribers



RE:ONLINE  
THE PLACE FOR EXCELLENCE

42,192 RE:ONLINE page views  
on average every month

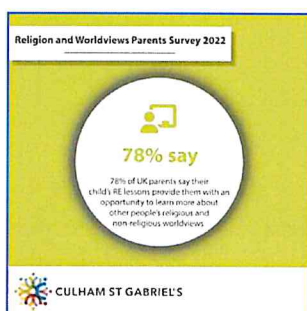
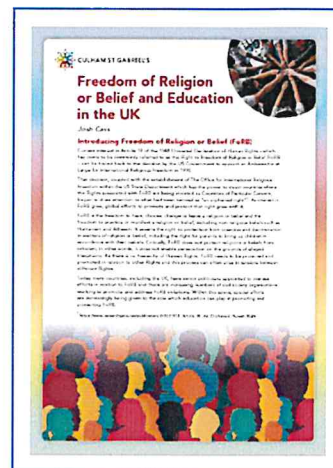


£336,272 awarded in project  
grants

## Promoting positive public perception of an education in religion and worldviews

This area of our strategy has developed significantly, particularly in relation to promoting and protecting freedom of religion and belief (FoRB) through education. Our CEO was invited to Chair a new UK FoRB Forum working group on education for like-minded civil society groups. In addition, the Trust funded a small-scale primary phase classroom-based research project to explore ways of engaging young children with FoRB principles. Our CEO also spoke at an Interfaith Week event in London championing FoRB in the workplace. She also highlighted FoRB principles at an ENEI online webinar in February.

Our pupil film competition aimed to highlight the changes in religion and worldviews in society in the last 50 years. The winning entry showcased the vibrancy of religion, belief and culture in Coventry.



Increasing understanding and awareness of parents about the importance of an education in religion and worldviews has been a focus area this year. The Trust utilised the findings of a Savanta commissioned survey to talk about the value of the subject from parental perspectives including on local radio. This led to a strategic partnership with Faith and Belief Forum who are developing a project with parents focused around religious objects. In addition, with additional funding from All Saints Educational Foundation and St Peter Saltley Trust, we are working in partnership with The Social Innovation Partnership to develop a co-designed participatory grant making project with home educators.

Some of our grant awards have been particularly focused on promoting public perception, including the creation of films by London School of Economics to increase literacy across religious and non-religious worldviews in a way that enhances knowledge and expands imaginative empathy of other perspectives as well as highlighting the points of connection between world religions and contemporary political, cultural and social discourses in daily life and global affairs. In addition, a grant was awarded to raise awareness of and engagement with Holocaust Memorial Day, and to the Religion Media Centre to increase their Creating Connections work with journalists and faith and belief communities.

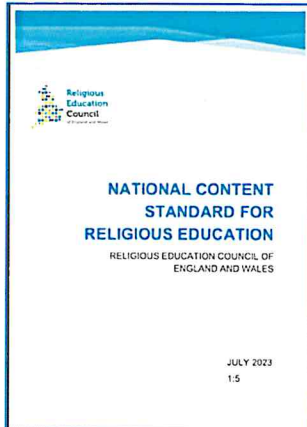


Finally, in August we took an exhibition stand to the Greenbelt Festival. The aim of this was to reach new audiences and engage those interested in religion and worldviews with our work.





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



Our strategic partnerships with the Religious Education Council of England and Wales, (REC) and with the RE Policy Unit have continued to have an impact this year. Our CEO has worked alongside the REC to support the development of a **National Content Standard for RE (NCS)**. This will provide clarification and set a benchmark for high-quality RE in the subject for all types of school. It is a potential game-changing document for the sector.

The Trust commissioned a series of briefing documents that could be shared with policy makers including on freedom of religion or belief, the shortage of RE teachers, community relations and public perception.

The Trust has supported lobbying with all political parties regarding the importance of a National Content Standard, but also in particular in relation to **teacher recruitment**. The Trust funded, alongside The Gordon Cook Foundation and The Hibbert Trust, a recruitment campaign including use of promotional films, direct emails through UCAS, social media and webinars to promote RE teaching as a career.

In summer 2023, the Trust facilitated the writing of and support for an Open Letter to the Secretary of State for Education regarding funding for initial teacher education and retention of teachers of RE.

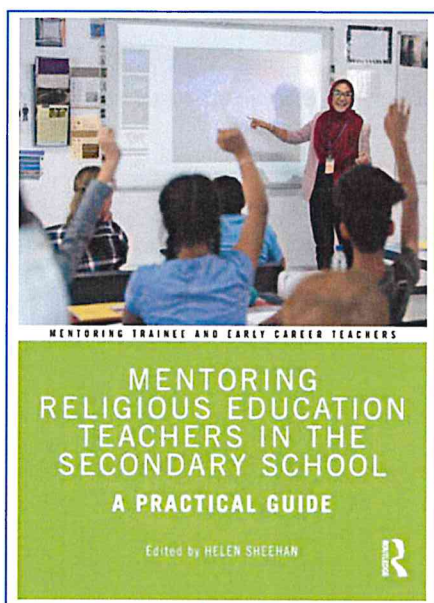
As part of its strategy review in early 2023, the Trust decided to amend this strategic objective to refer to the different governments within the UK, as well as to the implementation of a National Plan in England specifically. This change aims to highlight the fact that the Trust supports work across the whole of the UK, as well as focusing on achieving change within England specifically.

The poster is a recruitment campaign for RE teaching at Culham St Gabriel's. It features six panels with student testimonials and key messages:

- Panel 1 (Top Left):** "Teach a subject that goes beyond the ordinary". Testimonial: "Wonder, Amusement, Excitement, Inspiration. Where else do you get that sort of reaction at work?"
- Panel 2 (Top Middle):** "Think differently - differently places you can learn young people's lessons in. It's unique and why the very best are in the world's religions".
- Panel 3 (Top Right):** "RE Teaching: Beyond the Ordinary".
- Panel 4 (Middle Left):** "I've found teaching RE to be both fun and a difficult word". Testimonial: "Being able to deal with challenging and hard questions and not just 'that's just religion' and move on is very rewarding."
- Panel 5 (Middle Middle):** "A career in RE is your chance to help young people make sense of the world around them. And it's your chance to engage them in a topic that goes to the very heart of what it is to be human." Testimonial: "No other career gives you the chance to discuss the big questions in life. And not many offer you the fun and fulfilment that goes with it, or the lifelong companionship of fellow colleagues."
- Panel 6 (Middle Right):** "Are you ready to go beyond the ordinary?". Testimonial: "There's always a need for extraordinary individuals who are willing to take up the challenge to train as specialist RE teachers. There are vacancies for RE teachers all over the country." Testimonial: "You don't need a degree in Theology or Religious Studies to train to be an RE teacher. The RE workforce like their students, come from all sorts of backgrounds and have a wealth of experiences."

Key messages include: "Visit [cep.org.uk](http://cep.org.uk) for more information." and "cep.org.uk/compaign/re/teacher-recruitment".

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



Our work with the wider education sector has been very fruitful this year, with several new initiatives and partnerships. We piloted a new CTeach scholarship programme to support seven teachers of RE to undertake the Chartered College of Teaching Evidence-Informed Practice Module. We sponsored a leader of the subject through the MPTT Coaching scheme and provided additional opportunities for them to network with other leaders. We also piloted a support programme for those mentoring secondary beginner teachers. This was led by a colleague working within initial teacher education, along with several experts from the community. As part of this programme we provided participants with a copy of a mentoring book (see image) to accompany the community of practice sessions.

We took 10 through our Stage 1 and seven through Stage 2 of Leadership programme. Of these participants, 14 have taken on further leadership responsibilities locally and/or nationally. This programme is now well established and highly regarded within

the religion and worldviews community. After a comprehensive review, this programme will now take place over two years, so all participants benefit from mentoring for a longer period. In addition, the reading group, which was identified by participants of Stage 2 as being of value will now be spread across the two years of the programme.

Our CEO has nurtured relationships with the Confederation of School Trusts, and with OAK Academy – the arms-length curriculum body. Alongside this, she created an Educationalists Focus Group to share ideas and learn from those working at a strategic level in the education sector. Sometimes it is the 'unseen' work of the CEO such as one-to-one conversations with individual school leaders that support the wider impact of the Trust.



The  
MaternityTeacher  
PaternityTeacher  
Project

*Inspiring, empowering and connecting teachers choosing to complete continued professional development whilst on parental leave.*

We believe that parents are entitled to make decisions that support their wellbeing and the wellbeing of their families. Wellbeing means different things for different people. For some, this means missing a sense of their teacher identity during the break of parental leave.

We think creatively about the type of activities that have a positive impact on our students and can therefore be considered effective professional learning, and we love exploring the simplicity or problem-solving challenge (!) of enjoying these with babies and toddlers.

Our community has a significant impact on the culture of schools, influencing organisations to be more equal and more inclusive. The ramifications of our work make teaching not only a family friendly career choice for mothers, and fathers, but also improves working conditions for all teachers.

Inspire Me
Empower Me
Connect Me



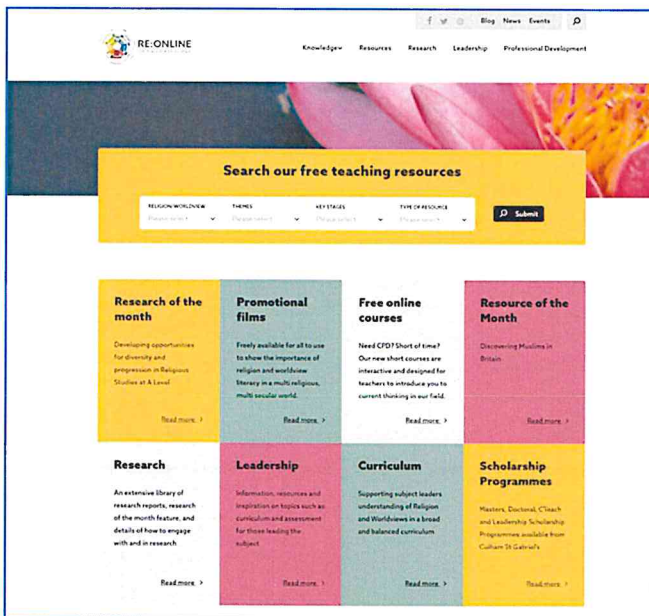
## Developing excellent leadership and teaching of religion and worldviews

Over 2000 people enrolled with our e-learning platform (<https://courses.cstg.org.uk/>), and over 1000 course completions were recorded. This means that the Trust had a significant impact on the professional development of teachers over the last year. There is now a suite of courses available on themes relating to curriculum, research and subject knowledge.



Our **scholarships** ran at maximum capacity during the year, with almost 40 teachers benefitting from our programmes in a variety of ways – masters, doctoral, CTeach and leadership.

Our second **RExChange** conference was held in October 2022, jointly funded with Templeton World Charity Foundation. The theme was real world research for real world classrooms. Over 300 delegates participated online across the two days. Participant evaluations showed an average participant approval rating of 9.33/10 with value placed on the quality of research presented, ability to bridge the gap between research and teaching and the collaborative and engaging nature of the sessions.



### Engagement with RE:ONLINE

([www.reonline.org.uk](http://www.reonline.org.uk)) continues to grow as we post new content regularly including research and resource of the month features. Fortnightly blogs, the festivals calendar and news items support increased viewing of our main website. The Culham St Gabriel's website ([www.cstg.org.uk](http://www.cstg.org.uk)) also saw increased traffic due largely to the teacher recruitment campaign.

Several online **in conversation** events were held on a range of topics, and made available as recordings afterwards. Themes included: Promoting peace and tolerance through history, Holocaust Memorial Day, Christian ethics and animal welfare, and what do we mean by 'understanding'.

Use of **social media** to promote our work continues to be of increasing importance, and it was with this in mind that we appointed a full time communications officer in August 2023. Our social media presence continues to grow, with over 10,000 followers on Twitter/X, as well as good followings on other platforms. Developing a comprehensive communications strategy will form one of our priorities in 2023-24.

The Trust supports other organisations who are working in this field. Our CEO works regularly with the National Association of Teachers of RE (NATRE) and the Association of Advisers, Inspectors and Consultants (AREIAC) to promote work with Multi-Academy Trust RE leads. In addition, a strategic funding award to NATRE enables leading teachers to take part in vital national conversations with the Department for Education and Ofsted.



## Facilitating the Religion and Worldviews community to work more cohesively

Our CEO and Chair of the Trust work tirelessly to network with the religion and worldviews community, and with other funders supporting this field. Having a presence and engaging in conversations at national conferences has been significant this year. Our CEO also spoke at the following events: Strictly RE (NATRE Conference), Association of Teachers of Catholic RE, The Catholic Education Service Conference, RE Council 50<sup>th</sup> Anniversary, NASACRE Conference, AREIAC Conference, AULRE Conference, Interfaith Network Conference.

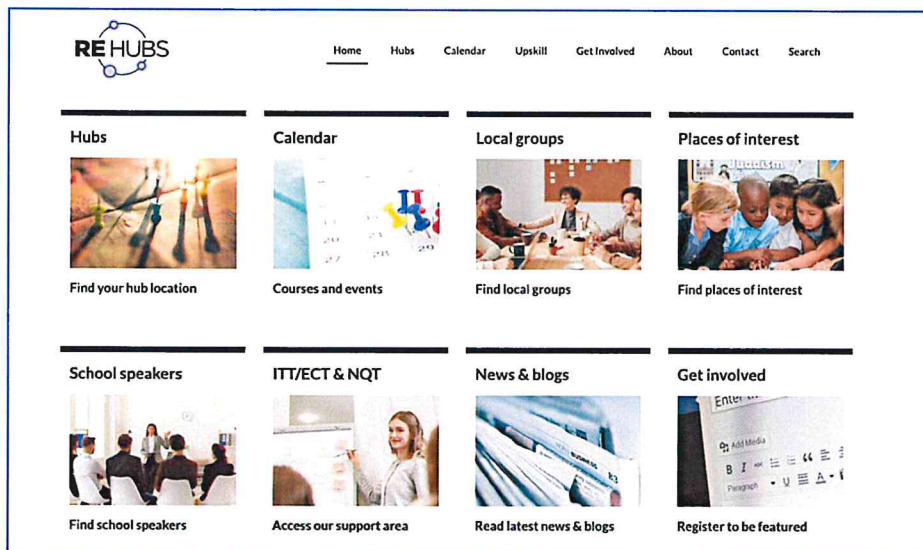
The Trust continued to fund RE Hubs (Infrastructure Programme). During this year the hub leads have worked strategically to network with multi-academy trusts, learned more about CPD provision in their areas and contributed regularly to a new website.

### A Spotlight on RE Hubs (£150K awarded over three years 2022-2025)

Culham St Gabriel's has been pleased to support this infrastructure project financially. It has the following aims:

- To improve communication between teachers, professional development and resource providers, and research communities
- To improve connections and interactions between different parts of the RE/RVE/R&W Eco-System
- To be an information exchange to increase accessibility for all teachers to local and regional professional development and research
- To enable teachers to teach with greater confidence through their access to the support, knowledge, training and resources available in their region.
- To create a sustainable long-term model for future provision

During 2022-23 a team of hub leads began work, focusing on understanding and building networks, promoting access to professional development, and utilising the development of a new RE-Hubs website and social media profile. A steering group oversee the initiative and the Trust CEO sits on this to bring the funder's voice.



## List of all funding awards 2022-23

### **Masters Scholarships**

The Trust has funded 12 new **masters' scholars** (with additional funding from Hockerill Educational Foundation £11,700).

### **Doctoral Scholarships**

The Trust funded three new **doctoral scholars (£30,000)**

### **Chairs Fund**

The Trust made £7500 worth of hardship fund awards.

### **The Trust awarded six strategic funding awards (donations).**

**University of Glasgow** to undertake a systematic review of educational interventions in religious education £9,000

**The Association of Religious Education Inspectors, Advisers and Consultants (AREIAC)** to further the Young Ambassadors programme £28,200

**Faith and Belief Forum** to develop a programme to promote an education in religion and worldviews with parents £14,840

**Edge Hill University** to support their summer school £4,500, and an additional £1,500.

**NATRE Leadership Fund** to enable teachers to attend meetings with high level officials, Ofsted, Ofqual and so on: £1,000

**RE Policy Unit** to support the advocating of an education in religion and worldviews at party conferences £10,000

### **The Trust awarded 10 project grants.**

**St Peter Saltley Trust and the University of Birmingham** were awarded a grant for their project RE:Connect RE Teacher Fellowship Programme Phase 2: National Roll-Out. £18,728

**The Holocaust Memorial Day Trust** were awarded a grant to develop engagement with minority faith communities to encourage faith-led and interfaith activities to mark Holocaust Memorial Day.£30,000

**London South Bank University** was awarded a grant for their project Understanding the interplay: Education, lived worldviews & global citizenship. £29,593

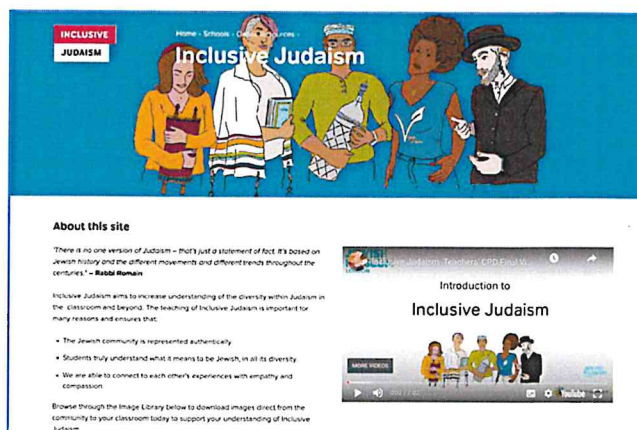
**The London School of Economics Faith Centre** was awarded a grant for their Religious Imaginations Educational Video Series to build deeper literacy of religious traditions as civilisational imaginations that shape contemporary geopolitics. £29,968



**The Jewish Museum London** was awarded a grant for further dissemination of their project **Inclusive Judaism: Teacher Empowerment**, and instead empower teachers to use diverse images and language with their pupils. £13,000

**Wikimedia UK** were awarded a grant for a project entitled 'Tackling Cultural Bias on Wikipedia'. £6,625

**Barnet SACRE** was awarded a grant for a project bringing the high-level academic religion and worldviews approach of Anne Taves into the RE Classroom. £10,000



**University of Leeds** was awarded a grant for a project engaging local communities with teaching religion and worldviews. £14,000

**Open University** was awarded a grant for a project entitled, 'Young People and Religion: Creative Learning with History and Filmmaking'. £25,971

**Canterbury Christ Church University** was awarded a grant to understand, explain and develop 'decolonising pedagogy in secondary school Religious Education lessons'. £28,387

**In addition, the Trust awarded ten £1000 grants as part of its 10<sup>th</sup> anniversary celebrations.**

### Looking to the future

As a result of the Trust's strategic review, five updated objectives were identified and will take effect on 1<sup>st</sup> September 2023. These are:

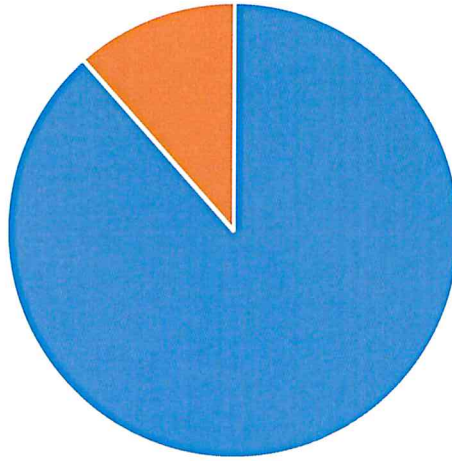
1. Promoting positive public perception and understanding of an education in religion and worldviews
2. Influencing governments' policies in supporting a high-quality education in religion and worldviews [1], including the implementation of a National Plan in England
3. Advocating for the importance of high-quality education in religion and worldviews within the education world
4. Empowering the current and next generation of religion and worldviews teachers and leaders
5. Fostering and nurturing collaborative partnerships within the religion and worldviews community

[1] By the phrase an education in religion and worldviews, we are including what is currently referred in legislation as Religious Education in England, Religion Values and Ethics in Wales, Religious and Moral Education in Scotland and Religious Education in Northern Ireland.

In addition, the Trust is working on five internal strategic objectives to support the fulfilment of those above. These include a focus on communications, optimising operations and diversity, equity and inclusion. The Trust has spent time in 2022-23 developing more robust cyber security, reviewing and updating safeguarding procedures and beginning work on a new CRM system. To help support the implementation of this new strategy the Trust has undertaken a staffing restructure with the aim of building capacity in 2023-24.

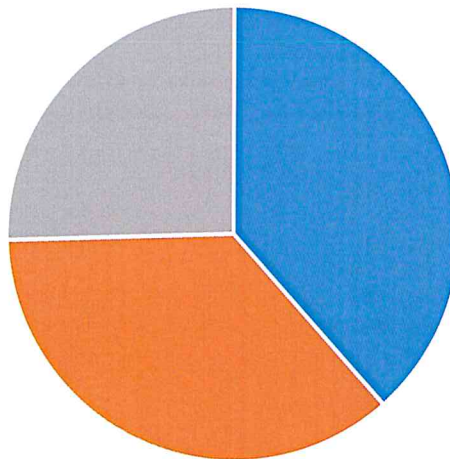
## Summary of Income and Expenditure

### Income £787,864



■ Investments ■ Other income ■ ■

### Expenditure £888,119



■ Grants ■ Programmes and Strategy Funding ■ Core Support Costs ■ ■



## Governance of the Trust

### Trustees 2022-23

#### Co opted Trustees:

Ms Bola- Alysia Ayonrinde (appointed 30<sup>th</sup> March 2023)  
Ms Susie Al-Qassab (appointed 10<sup>th</sup> October 2022)  
Revd Canon Peter Ballard 2020-2024 (Chair Finance and General Purposes Committee)  
Professor Robert Bowie 2019-2023  
Mr James Cowen 2019-2023 (end of term 31<sup>st</sup> August 2023)  
Ms Nansi Ellis 2019-2023 (Chair of Grants and Education Committee)  
Ms Gillian Georgiou 2021-2025  
Canon Dr Ann Holt OBE 2020- 2024  
Mr Krystian McInnis (appointed 10<sup>th</sup> October 2022)  
Ms Caroline Weir (appointed 30<sup>th</sup> March 2023)  
Mrs Deborah Weston OBE 2020-2024  
Dr Linda Whitworth 2018-2022 (Chair of Trustees)

#### Nominated Trustees:

Revd Mark Bennet 2020-2024  
Diocese of Southwark Nomination -Vacancy  
Mr Tony Wilson 2019-2023

#### Ex Officio:

Revd Canon Nigel Genders CBE

The Trust website is updated regularly with any changes to personnel, including changes in Trustees. [www.cstg.org.uk/people](http://www.cstg.org.uk/people).

### 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 31<sup>st</sup> August 2023 the unrestricted funds balance was £835,622 (2022: £753,555), of which £1,016,445 (2022: £1,044,942) 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 light of the impact on investments of the continued war in Ukraine. Comprehensive cyber security and safeguarding reviews took place in 2022-23. Systems and procedures have been established to minimise and manage these risks. Insurance policies have been reviewed in light of the changing operations of the Trust.

## **Key Management Personnel Remuneration**

The pay of all employees is reviewed annually. The remuneration 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 2023, 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.



# CULHAM ST GABRIEL'S



## **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 them 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**



.....

**Linda Whitworth**

**Dates 17.1.2024**