

CAMDEN COMMUNITY NURSERIES LIMITED

England & Wales · Charity number 1002534

Details

Status Registered

Legal form Charitable company

Company number [02575796](#)

Registered 1991-04-15

Register [View on the Charity Commission register](#)

Contact

Address 16 Acol Road
London
NW6 3AG

Phone 02076253939

Email admin@camdencommunitynurseries.org.uk

Website www.camdencommunitynurseries.org.uk

Activities

Objects: TO ADVANCE THE EDUCATION OF PRE-SCHOOL CHILDREN, IN PARTICULAR BY PROVIDING NURSERIES.

Activities: To advance the education and care of pre school children through affordable provision of quality childcare, principally in the London Borough of Camden.

Classification

- **How:** Provides Services
- **What:** Education/training
- **Who:** Children/young People, Other Defined Groups

Geography

- **Area of benefit:** IN PRACTICE, THE LONDON BOROUGH OF CAMDEN
- Camden

Finances

Period end	Income	Expenditure	Assets	Employees
2025-03-31	£1,328,952	£1,281,350	£488,073	53
2024-03-31	£1,161,442	£1,300,347	£409,471	48
2023-03-31	£1,072,435	£1,094,454	£530,376	49
2022-03-31	£972,845	£1,056,861	£551,395	51
2021-03-31	£947,054	£940,237	£603,411	49

Trustees

Name	Role	Appointed
Giulia Trabacchin		2026-05-27
Grace Catenaccio		2023-11-15
Isavella Theodosiou		2019-01-22
LAURENCE JAMES SWAN		2014-05-14

Accounts

Camden Community Nurseries Limited

Company No. 02575796

Charity No. 1002534

Report and financial statements

For the year ended

31 March 2025

Camden Community Nurseries Limited

Report and financial statements

For the year ended 31 March 2025

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Camden Community Nurseries Limited

Reference and administrative information

For the year ended 31 March 2025

Trustees:	Laurie Swan, Treasurer James Smith, Chair Isavella Theodosiou Giulia Geraci Grace Catenaccio
Management team :	Reanne Thompson, Senior Nursery Manager Denize Bisset, Montpelier Nursery Manager Maryum Akhtar (on maternity leave), Montpelier Deputy Nursery Manager Ramona Strattan, Sington and Acol Nursery Manager Simona Oltean, Sington Deputy Nursery Manager Jane McNally, Acol Deputy Nursery Manager Alzira De Silva, Support Nursery Manager
Company number:	02575796
Charity number:	1002534
Registered office:	16 Acol Road London, NW6 3AG
Auditors:	Goldwins Limited 75 Maygrove Road West Hampstead London NW6 2EG

Camden Community Nurseries Limited

Trustees' Report for the year ended 31 March 2025

The Trustees, who are also directors of the charity for the purposes of the Companies Act, present their annual report together with the audited financial statements of Camden Community Nurseries Limited ("the charity") for the year ended 31 March 2025. The trustees confirm that the Annual report and financial statements of the charity comply with the current statutory requirements, the requirements of the charity's governing document and provisions of the Statement of Recommended Practice (SORP) "Accounting and Reporting by Charities" second edition issued in October 2019.

Since the charity qualifies as small under section 383 of the Companies Act 2006, the strategic report required of medium and large companies under the Companies Act 2006 (strategic Report and Directors' Report) Regulations 2013 is not required.

Objectives and Activities

The charity's objective and principal activity is established as the advancement of the standard of education and care for pre-school children. This continues to be developed by Camden Community Nurseries (CCN) through adhering to the principles set out in the Early Years Foundation Stage and incorporating the seven areas of learning and development in the nurseries.

Our aim is to provide a community orientated nursery experience, which can be enjoyed by the children and parents alike, to as many beneficiaries as possible. Places are open to all, but targeted towards working parents, parents in further education, low-income families, refugee families, lone parent families and children with special needs.

CCN also supports students and unqualified staff to complete Early Years Education qualifications and aims to provide quality training and development of all staff. We would like to build a supply of qualified and motivated staff to benefit children and staff alike but also as a response to the recruitment challenges in the Early Years sector.

We strive to re-invest all proceeds from our charitable activities back into the charity whilst keeping mindful of ensuring the long-term financial stability of the charity.

CCN's primary source of income is fees charged for the provision of childcare in its nurseries. CCN uses a two-tier fee structure to encourage a range of families to access high quality childcare. CCN continues to be part-funded by nursery education grants from the London Borough of Camden (LBC) and occasionally other grant funders.

CCN does not undertake grant making activities, nor does it rely on contributions from volunteers.

Trustees` Report for the year ended 31 March 2025

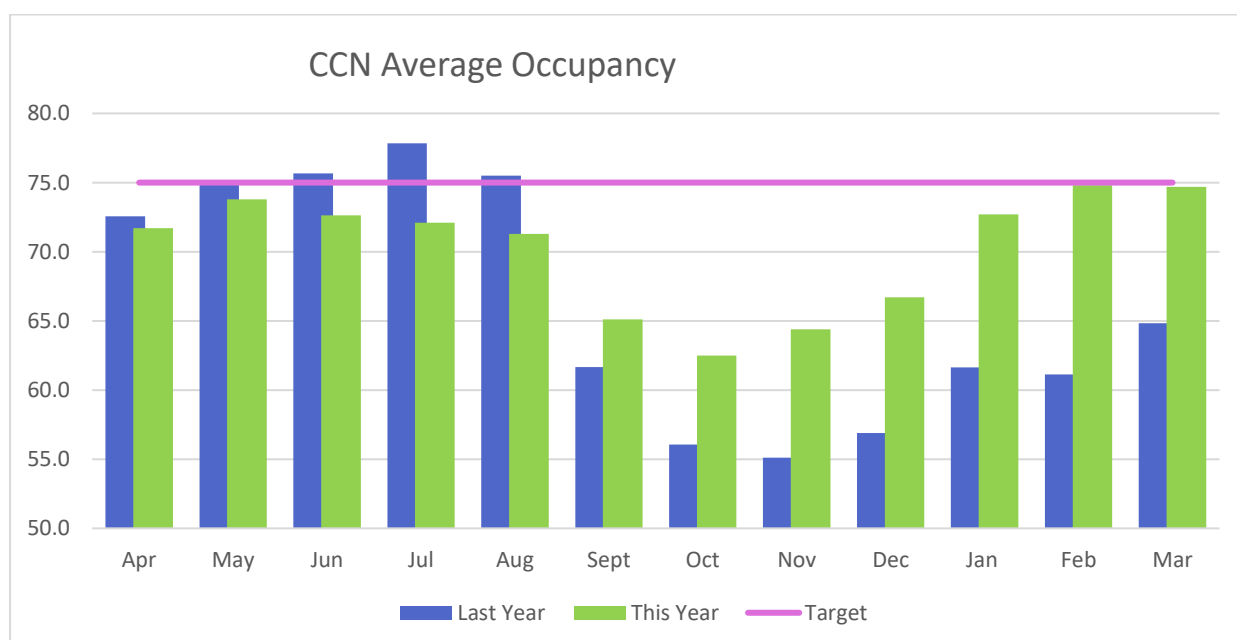
Achievements, performance and impact

The performance of the Charity for the financial year resulted in a financial gain of £79k. This includes an actuarial gain on a defined benefit scheme of £31k. This is the first year that CCN has been financially stable since the COVID crisis and represents an achievement from staff and parents. Financially the Charity strikes a balance between setting our fees at the lowest possible level for our disadvantaged beneficiaries and the need to maintain a financial buffer against future environmental changes. The financial year to 31st March 2025 has been volatile with the working environment for nurseries continuing to be difficult.

Our occupancy for the year to 31st March 2025 continued to vary over the year with an average occupancy of 70% across CCN for the year (2024: 66%). The average occupancy levels at our individual nurseries were as follows:

- 77% for Acol (2024: 78%)
- 63% for Montpelier (2024: 65%)
- 69% for Sington (2024: 55%).

All nurseries have a target occupancy level of 75%. The graph below shows how the average occupancy for CCN month on month indicating the level of volatility across the year.



CCN generally has higher occupancy in the winter and spring, with lower occupancy levels in the summer and in the academic changeover period (September/October). We continue to work hard to

Camden Community Nurseries Limited

Trustees` Report for the year ended 31 March 2025

increase occupancy through our communications activity, which includes community events organised through each of the nurseries.

Acol is our largest nursery with a total of 50 equivalent full-time places. Montpelier has 24 places and Sington has 22.

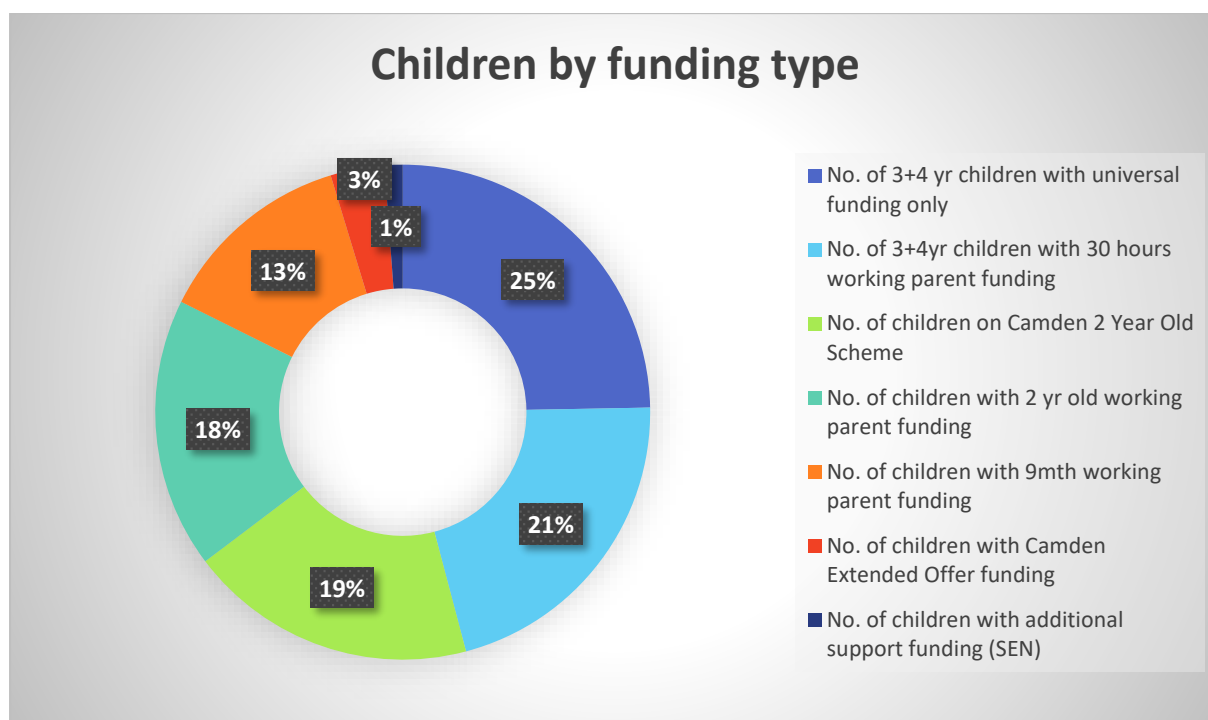
At the year end the numbers of children on roll were as follows:

- Acol 50: including 5 on our lower income brackets, a further 24 receiving the additional 15/30-hour working parent funding (extended to children aged 9 months and up from September 2024), 1 child on the Camden 2-Year-old scheme and 1 child with the Camden Extended Offer funding.
- Montpelier 20: including 4 on our lower income brackets, a further 9 receiving the additional 15/30-hour working parent funding (extended to children aged 9 months and up from September 2024), and 1 child on the Camden 2-Year-old Scheme.
- Sington 28: including 3 on our lower income brackets, a further 10 receiving the additional 15/30-hour working parent funding (extended to children aged 9 months and up from September 2024), 10 children on the Camden 2-Year-old Scheme and 2 children with the Camden Extended Offer funding.

The year averages for CCN as a whole indicates that 12% (2024: 11%) of our children are on concession fees, 43% (2024: 19%) are receiving the 30 hour working parents funding, 16% (2024: 13%) are receiving the additional 2 year old funding (not working parent), 3% are receiving Camden extended offer funding (2024:0%), and 1% (2024: 0.5%) are receiving additional support funding. Please see Chart below

Please note the government funding for working parents has been extended to include children from age 9 months. The following graph shows children by funding type. As the number of funding streams has increased, we are only showing the data for 2024/2025.

Trustees` Report for the year ended 31 March 2025



All three of CCN's nurseries are currently rated 'Good' by Ofsted. The dates of the latest Ofsted inspections are as follows:

- Acol - 29th January 2025;
- Sington - 12th August 2024; and
- Montpelier - 14th October 2023.

Financial Review

The Statement of Financial Activities shows income for the year of £ 1,329k (2024: £1,161k) and total expenditure of £1,281k (2024: £1,300k) resulting in a net gain for the year of £79k after movements in defined benefit pension schemes (2024 £121k). Total reserves at the end of the March 2025 were £488k (2024: £409k).

Significant points to note on the Statement of Financial Activities are outlined below:

- Income derived from movement in the pension fund obligations was £31K (2024 £18k). This is confirmed by actuary Hyman Robertson and relates to a closed pension scheme.
- Income from charitable activities, wholly derived from fees charged to parents, has increased by £7k from £863k to £870k. Although only a small rise shown this due to the change in balance of income derived from grants versus fees. As grants increase the expectation is that fees would fall. However, fees have remained relatively stable due to a rise in fee rates and

Camden Community Nurseries Limited

Trustees` Report for the year ended 31 March 2025

increased occupancy.

- Income from grants has risen £161 from £279k to £440k. This principally due to the broadening of the offer for working parents.
- Resources expended on charitable activities have decreased by £19k to £1,281k. Staff costs for the year to 31st March 2025 were £940k, an increase of £76k from 864k, reflecting higher salaries driven by a pay rise of 7%.

CCN continues to experience financial pressures, caused by several factors including:

- salary costs including pension and NI;
- rent;
- utilities;
- inflation; and,
- a funding rate for 3&4 year olds rising well below inflation (£7.42 in September 2025) as CCN provides childcare to parents based on hours. We believe this funding rate is currently below the cost of provision

Principal Risks & Uncertainties facing the Charity

CCN's principal risks and strategies for mitigation are set out below

Risk	Mitigation
Loss of key personnel, including both staff and Trustees	• Focus on staff development and regular training with internal promotion of staff where appropriate • Each nursery has a staff association and regular staff meetings to allow staff feedback • Trusted agency contacts are maintained by the Senior Manager • Continuous recruitment of Trustees through parent meetings and CCN events
External factors place increased financial strain on CCN, leading to going concern issues	• Regular review of financial performance against budget • Long term financial forecasting which informs decisions taken by trustees such as fee increases • Ongoing monitoring of debt • Maintaining levels of occupancy in excess of a minimum 65% with a target of 75% average over the year
Reduction in occupancy, leading to reduction in income	• Fees remain highly competitive through regular benchmarking exercise • Focus on high quality childcare, including investment in staff • Marketing and community events at each nursery
Results of future Ofsted inspections impact reputation of CCN nurseries	• All staff undergo regular training • Safeguarding policy in place and regularly reviewed • All staff DBS checked

Camden Community Nurseries Limited

Trustees` Report for the year ended 31 March 2025

	• All buildings secure with door entry procedures • Regular fire evacuation checks • Crisis communication plan in place
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Principal Funding Sources

CCN's primary source of income is fees charged for the provision of childcare in its nurseries. CCN uses a two-tier fee structure designed to enable a range of families to access quality childcare. As a not-for-profit organisation, CCN offers competitive fee rates and discounted places for those on lower incomes.

CCN continues to receive nursery education grants from Camden Council and occasionally other grant funders. Grant funding has increased significantly enabling CCN to provide more places that are partially or wholly funded.

CCN provides places to families who receive the following funding:

- Universal funding for 3 & 4 year olds
- Working parent funding for children 9 months and up
- Funding for disadvantaged 2 year olds
- Extended funding offer from Camden ie not working parents
- Special Educational Needs (SEN) funding

Parents are funded for 570/1140 hours per year and are charged fees for additional hours childcare that they receive. SEN funding is used to provide additional staff to work directly with the child.

Reserves policy & Going concern

The charity had net assets at the balance sheet date of £488k, of which £1k are restricted (£409k 2024). It is the policy for the Board to maintain a level of unrestricted reserves as a buffer against changes in the economic climate that might impact the donors and supporters of the charity.

The financial year to 31st March 2025 continued to be challenging. However, the Trustees consider the present level of reserves and funding committed to by third parties, is adequate to support the charity for at least twelve months.

Plans for the future

At the core of our future plans is our commitment to providing affordable nursery places to the local community and to be the first choice for parents in the local area. CCN will continue to promote the nurseries to maintain and increase occupancy. We intend to continue offering as many funded places (15 disadvantaged children funding principally for 2 year olds, 15/30 hour working parent funding and

Camden Community Nurseries Limited

Trustees` Report for the year ended 31 March 2025

15 hour universal funding) and lower income places as possible. In September 2025 we increased the concession rate household income threshold to £50k.

We will perform a financial and strategic review of the business every 6 months. In particular, the Trustees will continue to review and benchmark fee levels to ensure that the right balance is found between providing value for money for parents and ensuring the financial sustainability of the charity. A fee rise of 5% was implemented from 1st April 2025. This was a significant rise which the board felt had to be made to allow for the new minimum wage, a 7% pay rise, additional National Insurance Contributions and to deal with other rising costs. CCN gave the staff a 7% pay rise from 1st April 2025. Since the year end inflation rates have fallen and the Board is hoping that any further fee rises will be kept to a minimum.

As at the date the accounts are signed we are in negotiation with the LBC regarding the lease on our Acol Road premises. The CCN Board is concerned that this will place too great a financial burden on CCN but are confident that we will be able to reach a satisfactory agreement with LBC.

We continue to value our staff and aim to be an attractive, flexible and competitive employer. We would like to pay our staff as well as possible whilst maintaining our financial stability.

We will continue to recruit and train the levels of staff that CCN needs. All staff can access quality training that we provide in conjunction with training specialists. This includes a mixture of online training, LBC training, specialist training from outside professionals and EYE qualifications. We are encouraging as many staff as willing to undergo the initial training towards the Level 3 qualification as this will help the recruitment crisis in the industry. CCN also supports staff to complete the new experience based certificated Level 3 training.

The Board continues to provide the strategic direction of the charity. The Board has an ongoing commitment to ensuring that CCN's fundraising, finance and accounting policies are in line with best practice, and to focussing business planning on supporting our vision and mission. We believe we have the skills and expertise within the team and Board of Trustees to fulfil this commitment.

Structure, Governance and Management

The charity is constituted as a company limited by guarantee and is therefore governed by a Memorandum and Articles of Association and registered with the Charity Commission. The Memorandum and Articles of Association were updated during the 2014/15 financial year and adopted by the Board of Trustees. No further revisions have taken place.

Method of appointment, induction and training of Trustees

Camden Community Nurseries Limited

Trustees` Report for the year ended 31 March 2025

All parents are offered membership and are invited to attend the AGM. Parents are advised about which Trustees are resigning and are invited to consider standing for election as Trustees themselves, which they can do via an application process. The majority of our Trustees are parents and ex-parents, but the Board will also co-opt non-parent Trustees where appropriate giving due regard to the requirement for any specialist skills needed.

New trustees undergo an induction to brief them on their legal obligations under charity and company law, the content of the Memorandum and Articles of Association, the committee and decision-making processes, the business plan and the recent financial performance of the charity. Trustees are encouraged to consult a wide range of guidance available from relevant bodies such as the Charities Commission and undertake external training opportunities.

Organisation

In normal circumstances the Board meets bi-annually in person and quarterly by conference call. In addition, specific meetings may be convened as deemed necessary. We are not currently running sub-committees as all members of the Board need to be fully aware of all issues.

A Senior Nursery Manager has responsibility (as delegated by the Board) for the day-to-day operation of all three nurseries (Acol, Sington & Montpelier), which constitute CCN. This includes operational expenditure, staff management and recruitment, as well as ensuring best practice across all three nurseries.

Each individual nursery has a Manager and Deputy Manager who report to the Senior Nursery Manager and are responsible for the early years' education within their nurseries and for the line management of the nursery staff. Day to day support is provided to the Senior Nursery Manager by three part time members of staff (Admin Officer, Marketing Officer and Finance Officer). Furthermore, the organisation has access to a pool of specialists for specific work on an ad hoc basis, for example on the strategic direction of CCN, fundraising and HR.

The Board is responsible for all strategic decision making including

- setting the fee structure and levels
- significant investment in any of the nurseries, such as garden re-development
- pay rises for staff and pay levels of key management personnel

Public Benefit

We have referred to the Charity Commissions general guidance on public benefit when reviewing our aims and objectives and in planning our future services. In particular the board of trustees consider how our planned services will contribute to the aims and objectives they have set.**Audit**

Camden Community Nurseries Limited

Trustees' Report for the year ended 31 March 2025

The government have set the income threshold for charities requiring an audit at £1,000,000. Under these rules CCN is required to have its 31st March 2025 accounts audited. The Trustees have appointed the firm of auditors, Goldwins, to perform the audit.

Trustees' responsibilities statement

The trustees (who are also the directors of Camden Community Nurseries Limited for the purposes of company law) are responsible for preparing the Trustees' Annual Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the Trustees to prepare financial statements for each financial year. Under company law must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the 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 accounting estimates that are reasonable and prudent;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in operation.

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 charitable 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.

Disclosure of information to the auditors

Each of the persons who are Trustees at the time when this Trustees' report is approved has confirmed that:

- so far as that Trustee is aware, there is no relevant information of which the charitable company's auditor is unaware; and
- that Trustee has taken all steps that they ought to have taken as a Trustee in order to be aware of any relevant information and to establish that the auditors are aware of that information.

This report was approved by the Trustees, on.....2 December 2025..... and signed on their behalf by:



Laurie Swan

Independent Auditor's Report

To the members of

Camden Community Nurseries Limited

Opinion

We have audited the financial statements of Camden Community Nurseries Limited for the year ended 31 March 2025 which comprise the Statement of Financial Activities, the Balance Sheet, statement of cash flows and the related notes. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102: The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

Opinion on financial statements

In our opinion the financial statements:

-) give a true and fair view of the state of the charitable company's affairs as at 31 March 2025 and of its income and expenditure for the year then ended:
-) have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
-) have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the Charity in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charity's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the directors with respect to going concern are described in the relevant sections of this report.

Other information

The trustees are responsible for the other information. The other information comprises the information included in the annual report other than the financial statements and our auditor's report thereon. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

Independent Auditor's Report

To the members of

Camden Community Nurseries Limited

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Opinion on other matter prescribed by the Companies Act 2006

In our opinion, based on the work undertaken in the course of the audit:

-) the information given in the trustees' report (incorporating the directors' report) for the financial year for which the financial statements are prepared is consistent with the financial statements; and
-) the trustees' report (incorporating the directors' report) have been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the Charity and its environment obtained in the course of the audit, we have not identified material misstatements in the Trustees' Annual Report.

We have nothing to report in respect of the following matters where the Companies Act 2006 requires us to report to you if, in our opinion:

-) adequate accounting records have not been kept or returns adequate for our audit have not been received from branches not visited by us; or
-) the financial statements are not in agreement with the accounting records and returns; or
-) certain disclosures of trustees' remuneration specified by law are not made; or
-) we have not received all the information and explanations we require for our audit.

Responsibilities of the trustees

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

Independent Auditor's Report

To the members of

Camden Community Nurseries Limited

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

Our responsibilities for the audit of the financial statements

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

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud are set out below.

In identifying and assessing risks of material misstatement in respect of irregularities, including fraud and non-compliance with laws and regulations, our procedures included the following:

-) We enquired of management, which included obtaining and reviewing supporting documentation, concerning the charity's policies and procedures relating to:
 -) Detecting, evaluating, and complying with laws and regulations and whether they were aware of any instances of non-compliance;
 -) Detecting of the risks of fraud and responding whether they have knowledge of any actual or suspected fraud;
 -) The internal controls in place to mitigate risks related to fraud or non-compliance with laws and regulations.
-) We obtained an understanding of the legal and regulatory framework that the charity operates in, focusing on those laws and regulations that had a material effect on the financial statements or that had a fundamental effect on the operations of the charity from our professional and sector experience.
-) We performed analytical procedures to detect any unusual or unexpected relationships that may indicate risks of material misstatement due to fraud.

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. The risk is also greater regarding irregularities occurring due to fraud rather than error, as fraud involves intentional concealment, forgery, collusion, omission or misrepresentation.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at: [\[www.frc.org.uk/auditorsresponsibilities\]](http://www.frc.org.uk/auditorsresponsibilities). This description forms part of our auditor's report.

Independent Auditor's Report

To the members of

Camden Community Nurseries Limited

Use of our report

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



Anthony Epton (Senior Statutory Auditor)
for and on behalf of
Goldwins Limited
Statutory Auditor
Chartered Accountants
75 Maygrove Road
West Hampstead
London NW6 2EG

4 December 2025

Camden Community Nurseries Limited
Statement of financial activities
(incorporating an income and expenditure account)
For the year ended 31 March 2025

		Unrestricted funds £	Restricted funds £	2025 Total funds £	2024 Total funds £
	Note				
Income from:					
Donations and legacies	3	3,972	440,334	444,306	285,944
Charitable activities	4	870,596	-	870,596	863,667
Fundraising activities		280	-	280	235
Investment income	5	13,770	-	13,770	11,596
Total income		888,618	440,334	1,328,952	1,161,442
Expenditure on:					
Raising funds		278	-	278	413
Charitable activities	6	840,738	440,334	1,281,072	1,299,934
Total expenditure		841,016	440,334	1,281,350	1,300,347
Net income/ (expenditure) for the year	7	47,602	-	47,602	(138,905)
Transfers between funds		-	-	-	-
Net income / (expenditure) before other recognised gains and losses		47,602	-	47,602	(138,905)
Actuarial gains on defined benefit pension schemes		31,000	-	31,000	18,000
Net movement in funds		78,602	-	78,602	(120,905)
Reconciliation of funds:					
Total funds brought forward		408,525	946	409,471	530,376
Total funds carried forward		487,127	946	488,073	409,471

All of the above results are derived from continuing activities.
There were no other recognised gains or losses other than those stated above.
The attached notes form part of these financial statements.

Camden Community Nurseries Limited

Balance sheet

As at 31 March 2025

	Note	2025 £	2025 £	2024 £	2024 £
Fixed assets:					
Tangible assets	10		<u>135</u>		<u>169</u>
			135		169
Current assets:					
Debtors	11	25,394		9,936	
Cash at bank and in hand		<u>498,718</u>		<u>622,621</u>	
		524,112		632,557	
Liabilities:					
Creditors: amounts falling due within one year	12	<u>112,174</u>		<u>266,255</u>	
Net current assets			<u>411,938</u>		<u>366,302</u>
Total assets less current liabilities			<u>412,073</u>		<u>366,471</u>
Net assets excluding pension asset			<u>412,073</u>		<u>366,471</u>
Defined benefit pension scheme	18		<u>76,000</u>		<u>43,000</u>
Total net assets			<u>488,073</u>		<u>409,471</u>
Funds	14				
Restricted funds			946		946
Unrestricted funds:					
General funds		<u>487,127</u>		<u>408,525</u>	
Total unrestricted funds			<u>487,127</u>		<u>408,525</u>
Total funds			<u>488,073</u>		<u>409,471</u>

The financial statements have been prepared in accordance with the special provisions for small companies under Part15 of the Companies Act 2006.

Approved by the trustees on 2 December 2025....
and signed on their behalf by:



Laurie Swan
Trustee

The attached notes form part of the financial statements.

Camden Community Nurseries Limited**Statement of cash flows****For the year ended 31 March 2025**

	Note	2025 £	2025 £	2024 £	2024 £
Cash flows from operating activities:					
Net cash provided by / (used in) operating activities	15		(137,673)		53,810
Cash flows from investing activities:					
Interest/ rent/ dividends from investments		13,770		11,596	
Proceeds from the sale of property, plant and equipment		-		-	
Sale/ (purchase) of fixed assets		-		-	
Cash provided by / (used in) investing activities			13,770		11,596
Change in cash and cash equivalents in the year			(123,903)		65,406
Cash and cash equivalents at the beginning of the year			622,621		557,215
Cash and cash equivalents at the end of the year	16		498,718		622,621

Camden Community Nurseries Limited
Notes to the financial statements
For the year ended 31 March 2025

1 Accounting policies

a) Basis of preparation

The financial statements 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) and the Companies Act 2006.

The charitable company meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy or note.

b) Going concern

The trustees consider that there are no material uncertainties about the charitable company's ability to continue as a going concern. The trustees do not consider that there are any sources of estimation uncertainty at the reporting date that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next reporting period.

c) Income

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

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 for the provision of specified service is deferred until the criteria for income recognition are met.

For legacies, entitlement is taken as the earlier of the date on which either: the charity is aware that probate has been granted, the estate has been finalised and notification has been made by the executor(s) to the charity that a distribution will be made, or when a distribution is received from the estate. Receipt of a legacy, in whole or in part, is only considered probable when the amount can be measured reliably and the charity has been notified of the executor's intention to make a distribution. Where legacies have been notified to the charity, or the charity is aware of the granting of probate, and the criteria for income recognition have not been met, then the legacy is treated as a contingent asset and disclosed if material.

d) Donations of gifts, services and facilities

Donated professional services and donated facilities are recognised as income when the charity has control over the item or received the service, any conditions associated with the donation have been met, the receipt of economic benefit from the use by the charity of the item is probable and that economic benefit can be measured reliably. In accordance with the Charities SORP (FRS 102), volunteer time is not recognised so refer to the trustees' annual report for more information about their contribution.

On receipt, donated gifts, professional services and donated facilities are recognised on the basis of the value of the gift to the charity which is the amount the charity would have been willing to pay to obtain services or facilities of equivalent economic benefit on the open market; a corresponding amount is then recognised in expenditure in the period of receipt.

e) 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.

f) 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 charity's work or for specific projects being undertaken by the charity.

Camden Community Nurseries Limited
Notes to the financial statements
For the year ended 31 March 2025

1 Accounting policies (continued)

g) Expenditure and irrecoverable VAT

Expenditure is recognised once there is a legal or constructive obligation to make a payment to a third party, it is probable that settlement will be required and the amount of the obligation can be measured reliably. Expenditure is classified under the following activity headings:

- Costs of raising funds comprise of trading costs and the costs incurred by the charitable company in inducing third parties to make voluntary contributions to it, as well as the cost of any activities with a fundraising purpose.
- Expenditure on charitable activities includes the costs of delivering activities undertaken to further the purposes of the charity and their associated support costs.
- Other expenditure represents those items not falling into any other heading.

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

h) Allocation of support costs

Support costs are those functions that assist the work of the charity but do not directly undertake charitable activities. Support costs include back office costs, finance, personnel, payroll and governance costs which support the charity's activities. These costs have been allocated between cost of raising funds and expenditure on charitable activities. The bases on which support costs have been allocated are set out in note 6.

i) Operating leases

Rental charges are charged on a straight line basis over the term of the lease.

j) Tangible fixed assets

Items of equipment are capitalised where the purchase price exceeds £1,000. Depreciation is provided at rates calculated to write down the cost of each asset to its estimated residual value over its expected useful life. The depreciation rates in use are as follows:

Garden improvements	20% SL
Fixtures and fittings	20% RB
Computer equipment	33% SL

k) Debtors

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

l) Cash at bank and in hand

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

m) Creditors and provisions

Creditors and provisions are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

n) Financial instruments

The charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of bank loans which are subsequently measured at amortised cost using the effective interest method.

Camden Community Nurseries Limited
Notes to the financial statements
For the year ended 31 March 2025

2 Detailed comparatives for the statement of financial activities

	2024	2024	2024
	Unrestricted	Restricted	Total
	£	£	£
Income from:			
Donations and legacies	6,368	279,576	285,944
Charitable activities	863,667	-	863,667
Fundraising activities	235	-	235
Investment income	11,596	-	11,596
Total income	881,866	279,576	1,161,442
Expenditure on:			
Raising funds	413	-	413
Charitable activities	1,020,358	279,576	1,299,934
Total expenditure	1,020,771	279,576	1,300,347
Net (expenditure) /income before gains / (losses) on investments	(138,905)	-	(138,905)
Actuarial gains on defined benefit pension schemes	18,000	-	18,000
Net (expenditure)/ income	(120,905)	-	(120,905)
Transfers between funds	-	-	-
Net movement in funds	(120,905)	-	(120,905)
Total funds brought forward	529,430	946	530,376
Total funds carried forward	408,525	946	409,471

3 Income from donations and legacies

	Unrestricted	Restricted	2025	2024
	£	£	Total	Total
			£	£
Grants				
LB of Camden- 2 yr old grant	-	148,454	148,454	76,302
LB Study Grants	-	-	-	150
Nursery Education (DfEE) - 3 yr old grant	-	287,380	287,380	200,004
LB of Camden -support workers	-	4,500	4,500	3,120
Donations	3,972	-	3,972	6,368
	3,972	440,334	444,306	285,944

4 Income from charitable activities

	Unrestricted	Restricted	2025	2024
	£	£	Total	Total
			£	£
Fees receivable	870,596	-	870,596	863,667
Total income from charitable activities	870,596	-	870,596	863,667

5. Investment income

	Unrestricted	Restricted	2025	2024
	£	£	Total	Total
			£	£
Interest	13,770	-	13,770	11,596
Total income from charitable activities	13,770	-	13,770	11,596

Camden Community Nurseries Limited
Notes to the financial statements
For the year ended 31 March 2025

6 Analysis of expenditure

	Charitable activities	Support costs	2025 Total	2024 Total
	£	£	£	£
Staff Costs (including agency staff)	961,319	62,374	1,023,693	902,088
Depreciation	34	-	34	42
Rent and services	85,069	-	85,069	199,437
Rates	13,188	-	13,188	12,565
Light & heat	10,586	-	10,586	43,223
Repairs & Maintenance	5,886	-	5,886	8,219
Insurance	5,809	-	5,809	4,161
Other building costs	18,356	-	18,356	17,128
Staff travel	480	-	480	344
Telephone	3,769	-	3,769	3,645
Other office costs	6,254	-	6,254	5,452
Food costs	40,483	-	40,483	36,969
Materials & toys	11,602	-	11,602	14,436
Recruitment & training costs	5,403	-	5,403	6,010
Other nursery costs	18,780	-	18,780	21,725
Other staff costs	-	7,081	7,081	6,662
Contract staff member	-	9,340	9,340	8,818
Accountancy fees	-	2,914	2,914	-
Audit fees	-	4,500	4,500	5,820
Other financial costs	-	2,938	2,938	2,309
Equipment leasing	-	3,560	3,560	-
Subscription and licence fees	-	1,347	1,347	881
	1,187,018	94,054	1,281,072	1,299,934
Support costs	94,054	(94,054)	-	-
Total expenditure 2025	1,281,072	-	1,281,072	-
Total expenditure 2024	1,299,934	-	-	1,299,934

Of the total expenditure, £841,016 was unrestricted (2024: £1,020,774) and £440,334 was restricted (2024: £279,576).

6a Analysis of expenditure (prior year)

	Charitable activities	Support costs	2024 Total	2023 Total
	£	£	£	£
Staff Costs (including agency staff)	845,919	56,169	902,088	894,296
Depreciation	42	-	42	1,253
Rent and services	199,437	-	199,437	19,388
Rates	12,565	-	12,565	11,672
Light & heat	43,223	-	43,223	33,704
Repairs & Maintenance	8,219	-	8,219	6,061
Insurance	4,161	-	4,161	4,178
Other building costs	17,128	-	17,128	17,281
Staff travel	344	-	344	109
Telephone	3,645	-	3,645	4,028
Other office costs	5,452	-	5,452	15,896
Food costs	36,969	-	36,969	34,897
Materials & toys	14,436	-	14,436	12,058
Recruitment & training costs	6,010	-	6,010	8,122
Other nursery costs	21,725	-	21,725	8,398
Other staff costs	-	6,662	6,662	5,106
Contract staff member	-	8,818	8,818	8,096
Audit fees	-	5,820	5,820	7,200
Other financial costs	-	2,309	2,309	1,518
Subscription and licence fees	-	881	881	977
	1,219,275	80,659	1,299,934	1,094,238
Support costs	80,659	(80,659)	-	-
Total expenditure 2024	1,299,934	-	1,299,934	-
	1,094,238	-	-	1,094,238

Of the total expenditure, £1,020,774 was unrestricted (2023: £885,930) and £279,576 was restricted (2023: £208,308).

Camden Community Nurseries Limited
Notes to the financial statements
For the year ended 31 March 2025

7 Net income / (expenditure) for the year

This is stated after charging / (crediting):	2025	2024
	£	£
Depreciation	34	42
Auditor's remuneration:		
Audit fees	4,500	4,500
	=====	=====

8 Analysis of staff costs, trustee remuneration and expenses, and the cost of key management personnel

Staff costs (excluding agency staff) were as follows:	2025	2024
	£	£
Salaries and wages	853,011	784,610
Social security costs	58,828	49,903
Employer's contribution to defined contribution pension schemes	28,475	29,386
	=====	=====
	940,314	863,899

No employee received employee benefits (excluding employer pension) of over £60,000.

The total employee benefits including pension contributions and employer national insurance contributions of the key management personnel were £79,657 (2024: £86,481).

The charity trustees were not paid or received any benefits from employment with the Charity in the year (2024: Nil).

Staff numbers

The average number of employees (head count based on number of staff employed) during the year was as follows:

	2025	2024
	No.	No.
Administrative staff	2	2
Other staff	51	46
	=====	=====
	53	48

9 Taxation

The charitable company is exempt from corporation tax as all its income is charitable and is applied for charitable purposes.

Camden Community Nurseries Limited
Notes to the financial statements
For the year ended 31 March 2025

10 Tangible fixed assets

	Long-term leasehold property £	Fixtures and fittings £	Computer equipment £	Total £
Cost				
At the start of the year	27,610	4,727	1,110	33,447
Additions in year	-	-	-	-
Disposals in year	-	-	-	-
At the end of the year	<u>27,610</u>	<u>4,727</u>	<u>1,110</u>	<u>33,447</u>
Depreciation				
At the start of the year	27,610	4,558	1,110	33,278
Charge for the year	-	34	-	34
Eliminated on disposal	-	-	-	-
At the end of the year	<u>27,610</u>	<u>4,592</u>	<u>1,110</u>	<u>33,312</u>
Net book value				
At the end of the year	<u>-</u>	<u>135</u>	<u>-</u>	<u>135</u>
At the start of the year	<u>-</u>	<u>169</u>	<u>-</u>	<u>169</u>

All of the above assets are used for charitable purposes.

11 Debtors

	2025	2024
	£	£
Other debtors	6,690	1,592
Prepayments and accrued income	18,704	8,344
	<u>25,394</u>	<u>9,936</u>

12 Creditors: amounts falling due within one year

	2025	2024
	£	£
Other creditors	37,484	35,339
Accruals and deferred income	74,690	230,916
	<u>112,174</u>	<u>266,255</u>

Nurseries fees are invoiced in advance. Within accruals and deferred income shown above is £12,308 of Deferred income (2024: £20,297)

Camden Community Nurseries Limited
Notes to the financial statements
For the year ended 31 March 2025

13 Analysis of net assets between funds

	General unrestricted £	Restricted £	Total funds £
Tangible fixed assets	135	-	135
Net current assets	410,992	946	411,938
Non current assets	76,000	-	76,000
Net assets at the end of the year	487,127	946	488,073

13a Analysis of net assets between funds (prior year).

	General unrestricted £	Restricted £	Total funds £
Tangible fixed assets	169	-	169
Net current assets	365,356	946	366,302
Non current assets	43,000	-	43,000
Net assets at the end of the year	408,525	946	409,471

14 Movements in funds

	At the start of the year £	Incoming resources & gains £	Outgoing resources & losses £	Transfers £	At the end of the year £
Restricted funds:					
LBC 2yr olds	-	148,454	(148,454)	-	-
LB Study Grants	-	-	-	-	-
NEF 3yr olds	-	287,380	(287,380)	-	-
LBC: support workers	-	4,500	(4,500)	-	-
Sustainability grant	946	-	-	-	946
Total restricted funds	946	440,334	(440,334)	-	946
Unrestricted funds:					
General funds	386,525	888,618	(841,016)	-	434,127
Unallocated amounts	4,000	-	-	-	4,000
Total unrestricted funds	390,525	888,618	(841,016)	-	438,127

14a Movements in funds (prior year)

	At the start of the year £	Incoming resources & gains £	Outgoing resources & losses £	Transfers £	At the end of the year £
Restricted funds:					
LBC 2yr olds	-	76,302	(76,302)	-	-
LB Study Grants	-	150	(150)	-	-
NEF 3yr olds	-	200,004	(200,004)	-	-
LBC: support workers	-	3,120	(3,120)	-	-
Sustainability grant	946	279,576	(279,576)	-	946
Total restricted funds	946	559,152	(559,152)	-	946
Unrestricted funds:					
General funds	525,430	881,866	(1,020,771)	-	386,525
Unallocated amounts	4,000	-	-	-	4,000
Total unrestricted funds	529,430	881,866	(1,020,771)	-	390,525

Camden Community Nurseries Limited
Notes to the financial statements
For the year ended 31 March 2025

15 Reconciliation of net income / (expenditure) to net cash flow from operating activities

	2025	2024
	£	£
Net income / (expenditure) for the reporting period (as per the statement of financial activities)	47,602	(138,905)
Depreciation	34	42
Dividends, interests and rent from investments	(13,770)	(11,596)
(Increase)/ decrease in debtors	(15,458)	13,748
Increase/ (decrease) in creditors	(154,081)	191,521
Movement on pension	(2,000)	(1,000)
Net cash provided by / (used in) operating activities	(137,673)	53,810

16 Analysis of cash and cash equivalents

	At 1 April 2024	Cash flows	Other changes	At 31 March 2025
	£	£	£	£
Cash at bank and in hand	622,621	(123,903)	-	498,718
Total cash and cash equivalents	622,621	(123,903)	-	498,718

17 Legal status of the charity

The charity is a company limited by guarantee and has no share capital. Each member is liable to contribute a sum not exceeding £1 in the event of the charity being wound up.

18. Pension commitments

The charity operates a defined benefit scheme (DBS) which is now closed and operates a defined contribution scheme (DCS).

The DCS is operated by the Pension Trust. The number of staff in the defined contributions scheme at the year end was 27 (2024: 31).

The charity operated a defined benefit scheme, which is part of a multi-employer scheme operated by Local Government Pension Scheme (LGPS), on behalf of Camden Community Nurseries.

The number of staff in the defined benefit scheme is 3 (2024: 3).

FRS 102 Disclosure

The LGPS undertakes a triennial actuarial review to establish the value of the fund and if necessary, adjust the contributions paid by employers accordingly.

The pension cost and net asset for the year ended 31 March 2025 are based on the advice of a professionally qualified actuary, Hymans Robertson LLP. The most recent formal valuation is dated 31 March 2025.

The Company operates a defined benefit pension scheme.

Principal actuarial assumptions at the Balance sheet date (expressed as weighted averages):

Camden Community Nurseries Limited
Notes to the financial statements
For the year ended 31 March 2025

	At 31 March	At 31 March
	2025	2024
	%	%
Discount rate	5.80	4.80
Future salary increases	3.30	3.30
Future pension increases	2.80	2.80

	At 31 March	At 31 March
	2025	2024
	Years	Years
Mortality rates (in years)		
for a male aged 65 now	21.2	21.3
at 65 for a male aged 45 now	22.5	22.6
for a female aged 65 now	24.7	24.7
at 65 for a female aged 45 now	25.6	25.6

	At 31 March	At 31 March
	2025	2024
	%	%
Equities	58	59
Bonds	28	23
Property	12	15
Cash	2	3

The Company's share of the assets in the scheme was:

	At 31 March	At 31 March
	2025	2024
	£	£
The market value of assets	363,000	374,000

The actual return on scheme assets was £17,000(2024: £17,000).

The amounts recognised in the Statement of financial activities are as follows:

Movements in the present value of the defined benefit obligation were as follows:

	2025
	£
Opening defined benefit obligation	332,000
Interest cost	15,000
Actuarial (losses) gains	(32,000)
Benefit paid	(27,000)
Closing defined benefit obligation	288,000

Movements in the fair value of the Company's share of scheme assets were as follows:

	2025
	£
Opening fair value of scheme assets	374,000
Actuarial (losses) gains	(1,000)
Net interest	17,000
Benefits paid	(27,000)
Closing fair value of scheme assets	363,000

Camden Community Nurseries Limited
Notes to the financial statements
For the year ended 31 March 2025

19. Operating lease commitments

The charity is provided with the use of three properties by the London Borough of Camden, known as Sington, Montpelier and Acol nurseries.

There is a signed lease in place for the Montpelier and Sington nurseries. There is a draft lease under discussion for the Acol Nursery; however until such time as this is agreed and signed, no commitment is disclosed for the property.

In 2020, the charity signed an operating lease agreement in respect of four printers for the period of five years.

The charity's total future minimum lease payments under non-cancellable operating leases is as follows for each of the following periods

	2025	2024
	£	£
Less than one year	50,608	50,608
One to five years	78,400	78,400
Over five years	73,600	93,200
	202,608	222,208

CAMDEN COMMUNITY NURSERIES LIMITED

England & Wales - Charity number 1002534

Accounts

Camden Community Nurseries Limited

Company No. 02575796

Charity No. 1002534

Report and financial statements

For the year ended

31 March 2024

Camden Community Nurseries Limited

Report and financial statements

For the year ended 31 March 2024

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Camden Community Nurseries Limited

Reference and administrative information

For the year ended 31 March 2024

Trustees:	Laurie Swan, Treasurer Paul McGhee (resigned 15 November 2023) Camilla Hollweck (resigned 15 November 2023) James Smith, Chair (previously co-chair with Ghislaine Halpenny) Isavella Theodosiou Ghislaine Halpenny, Co-chair (resigned 30/01/2024) Giulia Geraci Grace Catenaccio (appointed 15 November 2023)
Management team :	Reanne Thompson, Senior Nursery Manager Denize Bisset, Montpelier Nursery Manager Maryum Akhtar (on maternity leave), Montpelier Deputy Nursery Manager Ramona Strattan, Sington and Acol Nursery Manager Simona Oltean, Sington Deputy Nursery Manager Jane McNally, Acol Deputy Nursery Manager
Company number:	02575796
Charity number:	1002534
Registered office:	16 Acol Road London, NW6 3AG
Auditors:	Goldwins Limited 75 Maygrove Road West Hampstead London NW6 2EG

Camden Community Nurseries Limited

Trustees' Report for the year ended 31 March 2024

The Trustees, who are also directors of the charity for the purposes of the Companies Act, present their annual report together with the audited financial statements of Camden Community Nurseries Limited ("the charity") for the year ended 31 March 2024. The trustees confirm that the Annual report and financial statements of the charity comply with the current statutory requirements, the requirements of the charity's governing document and provisions of the Statement of Recommended Practice (SORP) "Accounting and Reporting by Charities" second edition issued in October 2019.

Since the charity qualifies as small under section 383 of the Companies Act 2006, the strategic report required of medium and large companies under the Companies Act 2006 (strategic Report and Directors' Report) Regulations 2013 is not required.

Objectives and Activities

The charity's objective and principal activity is established as the advancement of the standard of education and care for pre-school children. This continues to be developed by Camden Community Nurseries (CCN) through adhering to the principles set out in the Early Years Foundation Stage and incorporating the seven areas of learning and development in the nurseries.

Our aim is to provide a community orientated nursery experience, which can be enjoyed by the children and parents alike, to as many beneficiaries as possible. Places are open to all, but targeted towards working parents, parents in further education, low-income families, refugee families, lone parent families and children with special needs.

CCN also supports students and unqualified staff to complete Early Years Education qualifications and aims to provide quality training and development of all staff. We would like to build a supply of qualified and motivated staff to benefit children and staff alike but also as a response to the recruitment challenges in the Early Years sector.

We strive to re-invest all proceeds from our charitable activities back into the charity whilst keeping mindful of ensuring the long-term financial stability of the charity.

CCN's primary source of income is fees charged for the provision of childcare in its nurseries. CCN uses a two-tier fee structure to encourage a range of families to access high quality childcare. CCN continues to be part-funded by nursery education grants from the London Borough of Camden (LBC) and occasionally other grant funders.

CCN does not undertake grant making activities, nor does it rely on contributions from volunteers.

Camden Community Nurseries Limited

Trustees' Report for the year ended 31 March 2024

Achievements and performance

The performance of the Charity for the financial resulted in a financial loss of £121k. This is due to the crystallisation of a liability of £132k relating to prior years (see below). Excluding this payment CCN has continued towards financial stability. Financially the charity strikes a balance between setting our fees at the lowest possible level for our disadvantaged beneficiaries and the need to maintain a financial buffer against future environmental changes. The financial year to 31st March 2024 has been challenging with the working environment for nurseries continuing to be difficult.

CCN has an extraordinary expense of £132k during the year which is the back rent and service charge at our Acol road property. CCN has occupied the Acol site since 2012 under a licence to occupy with CCN benefitting from rent relief. CCN has agreed with LBC to pay rent and service charge from August 2020.

Our occupancy for the year to 31st March 2024 continued to vary over the year and is still overall at a lower level than pre-pandemic levels.

Acol is our largest nursery with a total of 50 equivalent full-time places. Montpelier has 24 places and Sington has 22. All nurseries continue to offer places for the 30-hour government funded childcare programme for 3&4 yr olds, and this year for 2 yr olds as well. In addition, all nurseries also offer places for the London Borough of Camden (LBC) funded 2-year-old scheme.

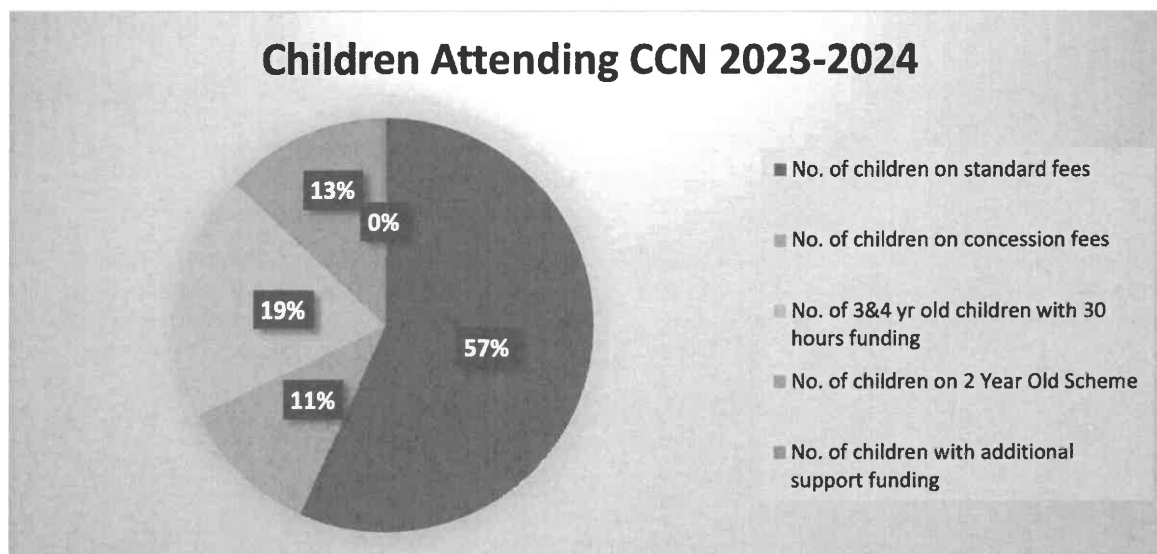
At the year end the numbers of children on roll were as follows:

- Acol 48, including 6 on our lower income brackets, a further 6 receiving the additional 30-hour funding and 3 children on the 2-Year-old scheme.
- Montpelier 19, including 3 on our lower income brackets, a further 6 receiving the additional 30-hour funding and 2 children on the 2-Year-old Scheme.
- Sington 23, 2 receiving the additional 30-hour funding, and 8 children on the 2-Year-old Scheme.

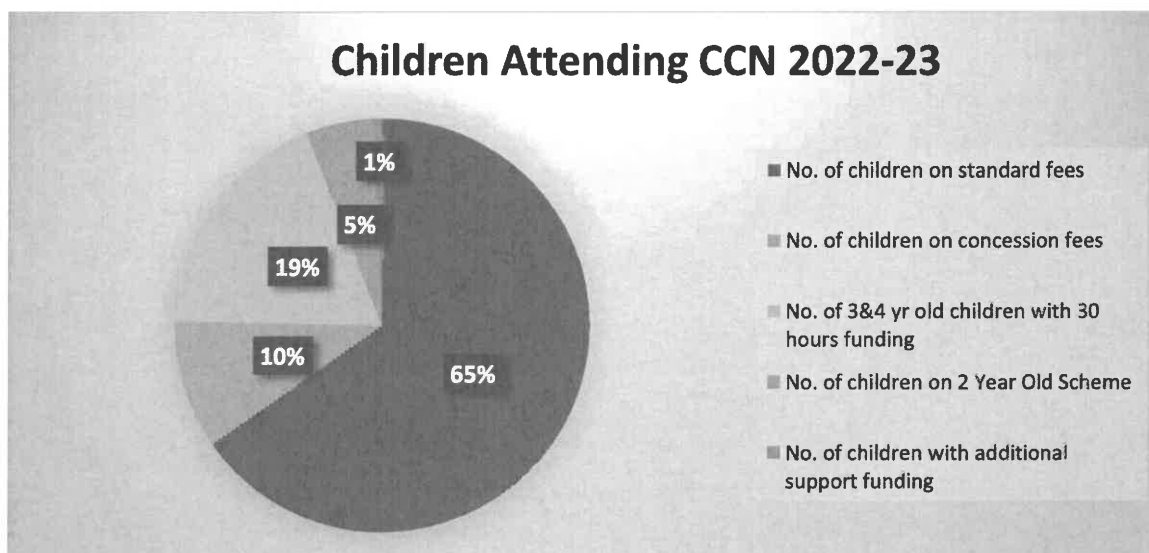
The year averages for CCN as a whole indicate 11% (2023: 10%) of children on concession fees, 19% (2023: 19%) receiving the 30 hour working parents funding, 13% (2023: 5%) receiving the additional 2 year old funding (not working parent) and 0.5% (2023: 1%) with additional support funding. Please see Charts below

Camden Community Nurseries Limited

Trustees' Report for the year ended 31 March 2024



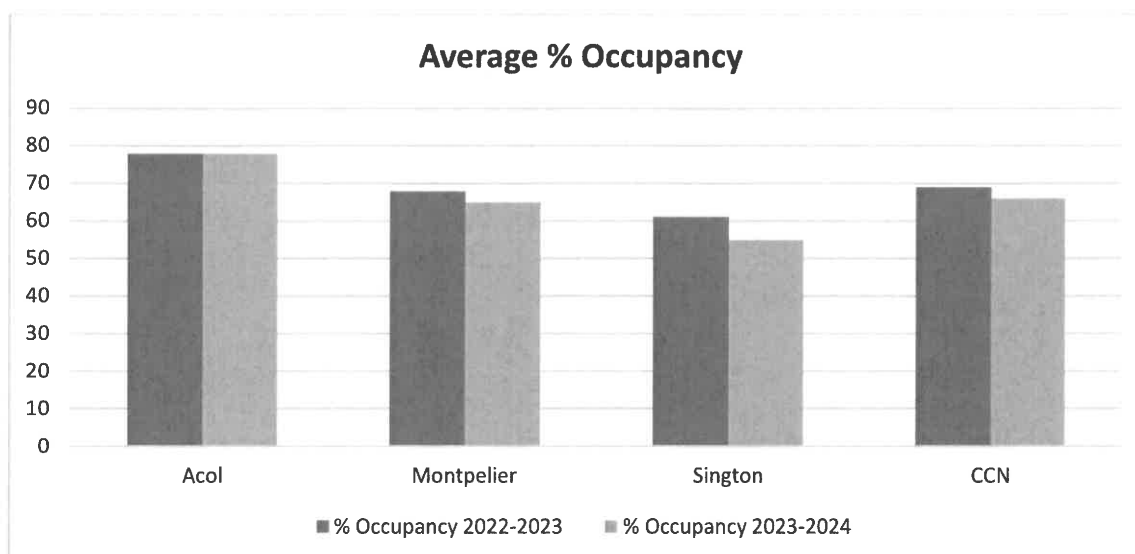
There was a one child with additional support funding during the year but they did not attend sufficiently long enough to get to 1% of the total attendance.



The average occupancy across CCN for the year to 31st March 2023 was 66% (2023: 69%), with average occupancy levels of 78% for Acol (2023: 78%), 65% for Montpelier (2023: 68%), and 55% for Sington (2023: 61%). All nurseries have a target occupancy level of 75%. The slight decrease in occupancy for the year to 31st March 2024 reflects the volatile demand CCN (principally at Montpelier & Sington) has experienced for nursery places, the challenges facing the nursery industry and continued financial difficulties facing parents.

Camden Community Nurseries Limited

Trustees' Report for the year ended 31 March 2024



CCN generally has higher occupancy in the winter and spring, with lower occupancy levels in the summer and in the academic changeover period (September/October). We continue to work hard to increase occupancy through our communications activity, which includes community events organised through each of the nurseries.

All three of CCN's nurseries are currently rated 'Good' by Ofsted. The dates of the latest Ofsted inspections are as follows. Acol was inspected by Ofsted on 12th February 2019, Sington was inspected on 12th August 2024 and Montpelier was inspected on the 14th October 2023.

CCN has not undertaken any large-scale fundraising activities this year but has focused on small scale fundraising in the financial year to 31st March 2024. Where nursery fundraising takes place at each nursery all funds generated are directly re-invested in the relevant nursery. During the year each nursery raised funds as follows, Acol £63.54 (2023: £51.35), Montpelier £171.56 (2023: £294.55) and Sington £0 (2023: £0).

Financial Review

The Statement of Financial Activities shows income for the year of £1,161,442 and total expenditure of £1,300,347 resulting in a net loss for the year of £120,905. Total reserves at the end of the March 2023 were £408,525 being unrestricted funds.

Significant points to note on the Statement of Financial Activities are outlined below:

- Income from charitable activities, wholly derived from fees charged to parents, has increased by £3,683 from £859,984 to £863,667. Although only a small rise shown this due to the change

Camden Community Nurseries Limited

Trustees' Report for the year ended 31 March 2024

in balance of income derived from grants versus fees. As grants increase the expectation is that fees would fall. However, fees have remained relatively stable due to a rise in fee rates and increased occupancy.

- Resources expended on charitable activities have increased by £205,696 to £1,299,934. This increase is due to prior year rent and service charges of £132,000 and rise in direct costs of £73,696 from principally resulting from higher salary costs, which is our most significant expense. Staff costs for the year to 31st March 2024 were £908,964, an increase of £14,668 from £894,296, reflecting higher salaries driven by an increase in minimum wage and a pay rise of 5%.

CCN continues to experience financial pressures, caused by several factors including:

- salary costs including pension and NI,
- rent,
- utilities,
- inflation,
- a funding rate rising well below inflation (£6.74 in September 2023, now £7.22) as CCN provides childcare to parents on the basis of hours. We believe the funding rate is currently below the cost of provision

Principal Risks & Uncertainties facing the Charity

CCN's principal risks and strategies for mitigation are set out below

Risk	Mitigation
Loss of key personnel, including both staff and Trustees	- Focus on staff development and regular training with internal promotion of staff where appropriate - Each nursery has a staff association and regular staff meetings to allow staff feedback - Trusted agency contacts are maintained by the Senior Manager - Continuous recruitment of Trustees through parent meetings and CCN events
External factors place increased financial strain on CCN, leading to going concern issues	- Regular review of financial performance against budget - Long term financial forecasting which informs decisions taken by trustees such as fee increases - Ongoing monitoring of debt - Maintaining levels of occupancy in excess of a minimum 65% with a target of 75% average over the year
Reduction in occupancy, leading to reduction in income	- Fees remain highly competitive through regular benchmarking exercise - Focus on high quality childcare, including investment in staff - Marketing and community events at each nursery

Camden Community Nurseries Limited

Trustees' Report for the year ended 31 March 2024

Results of future Ofsted inspections impact reputation of CCN nurseries	• All staff undergo regular training • Safeguarding policy in place and regularly reviewed • All staff DBS checked • All buildings secure with door entry procedures • Regular fire evacuation checks • Crisis communication plan in place
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Principal Funding Sources

CCN's primary source of income is fees charged for the provision of childcare in its nurseries. CCN uses a two-tier fee structure designed to enable a range of families to access quality childcare. As a not-for-profit organisation, CCN offers competitive fee rates and discounted places for those on lower incomes.

CCN continues to receive nursery education grants from Camden Council and occasionally other grant funders. In particular, the 2-year-old funding scheme allows CCN to offer part time fully funded places to eligible 2-year-olds. CCN also provides the universal funded places and the 30-hour places to eligible 3 & 4-year-olds. It is important to note that this funding from the LBC results in lower fees being charged to the parents.

Reserves policy & Going concern

The charity had net assets at the balance sheet date of £409,471, of which £946 are restricted (£530,376 2023). It is the policy for the Board to maintain a level of unrestricted reserves as a buffer against changes in the economic climate that might impact the donors and supporters of the charity.

The current financial year to 31st March 2024 has been very challenging. In conjunction with other nurseries CCN has struggled to recruit qualified staff and has had to deal with fluctuating occupancy. However, the Trustees consider the present level of reserves and funding committed to by third parties, is adequate to support the charity for at least twelve months.

Plans for the future

At the core of our future plans is our commitment to providing affordable nursery places to the local community and to be the first choice for parents in the local area. CCN will continue to promote the nurseries to maintain and increase occupancy. We intend to continue offering as many funded places (2-year-old scheme, 30 hour funding and 15 hour universal funding) and lower income places as possible.

We will perform a financial and strategic review of the business every 6 months. In particular, the Trustees will continue to review and benchmark fee levels to ensure that the right balance is found

Camden Community Nurseries Limited

Trustees' Report for the year ended 31 March 2024

between providing value for money for parents and ensuring the financial sustainability of the charity. A fee rise of 10% was implemented from 1st April 2024. This was a significant rise which the board felt had to be made to allow for a pay rise and to deal with other rising costs. CCN gave the staff a minimum of 5% pay rise from 1st April 2024, more for some staff as their salary was raised to the new minimum wage implemented from 1st April 2024. Since the year end inflation rates have fallen and the Board is hoping that any further fee rises will be kept to a minimum.

We continue to value our staff and aim to be an attractive, flexible and competitive employer. We would like to pay our staff as well as possible whilst maintaining our financial stability.

We will continue to recruit and train the levels of staff that CCN needs. All staff can access quality training that we provide in conjunction with training specialists. This includes a mixture of online training, LBC training, specialist training from outside professionals and EYE qualifications. We are encouraging as many staff as willing to undergo the initial training towards the Level 3 qualification as this will help the recruitment crisis in the industry.

The Board continues to provide the strategic direction of the charity. The Board has an ongoing commitment to ensuring that CCN's fundraising, finance and accounting policies are in line with best practice, and to focussing business planning on supporting our vision and mission. We believe we have the skills and expertise within the team and Board of Trustees to fulfil this commitment.

Structure, Governance and Management

The charity is constituted as a company limited by guarantee and is therefore governed by a Memorandum and Articles of Association, and registered with the Charity Commission. The Memorandum and Articles of Association were updated during the 2014/15 financial year and adopted by the Board of Trustees. No further revisions have taken place.

Method of appointment, induction and training of Trustees

All parents are offered membership and are invited to attend the AGM. Parents are advised about which Trustees are resigning and are invited to consider standing for election as Trustees themselves, which they can do via an application process. The majority of our Trustees are parents and ex-parents, but the Board will also co-opt non-parent Trustees where appropriate giving due regard to the requirement for any specialist skills needed.

New trustees undergo an induction to brief them on their legal obligations under charity and company law, the content of the Memorandum and Articles of Association, the committee and decision-making processes, the business plan and the recent financial performance of the charity. Trustees are encouraged to consult a wide range of guidance available from relevant bodies such as the Charities Commission and undertake external training opportunities.

Camden Community Nurseries Limited

Trustees' Report for the year ended 31 March 2024

Organisation

In normal circumstances the Board meets bi-annually in person and quarterly by conference call. In addition, specific meetings may be convened as deemed necessary. We are not currently running sub-committees as all members of the Board need to be fully aware of all issues.

A Senior Nursery Manager has responsibility (as delegated by the Board) for the day-to-day operation of all three nurseries (Acol, Sington & Montpelier), which constitute CCN. This includes operational expenditure, staff management and recruitment, as well as ensuring best practice across all three nurseries.

Each individual nursery has a Manager and Deputy Manager who report to the Senior Nursery Manager and are responsible for the early years' education within their nurseries and for the line management of the nursery staff. Day to day support is provided to the Senior Nursery Manager by three part time members of staff (Admin Officer, Marketing Officer and Finance Officer). Furthermore, the organisation has access to a pool of specialists for specific work on an ad hoc basis, for example on the strategic direction of CCN, fundraising and HR.

The Board is responsible for all strategic decision making including

- setting the fee structure and levels
- significant investment in any of the nurseries, such as garden re-development
- pay rises for staff and pay levels of key management personnel

Public Benefit

We have referred to the Charity Commissions general guidance on public benefit when reviewing our aims and objectives and in planning our future services. In particular the board of trustees consider how our planned services will contribute to the aims and objectives they have set.

Audit

The government have set the income threshold requiring an audit at £1,000,000. Under these rules CCN is required to have its 31st March 2024 accounts audited. The Trustees have appointed the firm of auditors, Goldwins, to perform the audit.

Trustees' responsibilities statement

The trustees (who are also the directors of Camden Community Nurseries Limited for the purposes of company law) are responsible for preparing the Trustees' Annual Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the Trustees to prepare financial statements for each financial year. Under

Camden Community Nurseries Limited

Trustees' Report for the year ended 31 March 2024

company law must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the 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 accounting estimates that are reasonable and prudent;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in operation.

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 charitable 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.

Disclosure of Information to the auditors

Each of the persons who are Trustees at the time when this Trustees' report is approved has confirmed that:

- so far as that Trustee is aware, there is no relevant information of which the charitable company's auditor is unaware; and
- that Trustee has taken all steps that they ought to have taken as a Trustee in order to be aware of any relevant information and to establish that the auditors are aware of that information.

This report was approved by the Trustees, on 3 December 2024 and signed on their behalf by:



Laurie Swan

Independent Auditor's Report

To the members of

Camden Community Nurseries Limited

Opinion

We have audited the financial statements of Camden Community Nurseries Limited for the year ended 31 March 2024 which comprise the Statement of Financial Activities, the Balance Sheet, statement of cash flows and the related notes. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102: The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

Opinion on financial statements

In our opinion the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 March 2024 and of its income and expenditure for the year then ended:
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the Charity in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charity's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the directors with respect to going concern are described in the relevant sections of this report.

Other information

The trustees are responsible for the other information. The other information comprises the information included in the annual report other than the financial statements and our auditor's report thereon. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

Independent Auditor's Report

To the members of

Camden Community Nurseries Limited

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Opinion on other matter prescribed by the Companies Act 2006

In our opinion, based on the work undertaken in the course of the audit:

- the information given in the trustees' report (incorporating the directors' report) for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the trustees' report (incorporating the directors' report) have been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the Charity and its environment obtained in the course of the audit, we have not identified material misstatements in the Trustees' Annual Report.

We have nothing to report in respect of the following matters where the Companies Act 2006 requires us to report to you if, in our opinion:

- adequate accounting records have not been kept or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit.

Responsibilities of the trustees

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

Independent Auditor's Report

To the members of

Camden Community Nurseries Limited

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

Our responsibilities for the audit of the financial statements

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

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud are set out below.

In identifying and assessing risks of material misstatement in respect of irregularities, including fraud and non-compliance with laws and regulations, our procedures included the following:

- We enquired of management, which included obtaining and reviewing supporting documentation, concerning the charity's policies and procedures relating to:
 - Detecting, evaluating, and complying with laws and regulations and whether they were aware of any instances of non-compliance;
 - Detecting of the risks of fraud and responding whether they have knowledge of any actual or suspected fraud;
 - The internal controls in place to mitigate risks related to fraud or non-compliance with laws and regulations.
- We obtained an understanding of the legal and regulatory framework that the charity operates in, focusing on those laws and regulations that had a material effect on the financial statements or that had a fundamental effect on the operations of the charity from our professional and sector experience.
- We performed analytical procedures to detect any unusual or unexpected relationships that may indicate risks of material misstatement due to fraud.

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. The risk is also greater regarding irregularities occurring due to fraud rather than error, as fraud involves intentional concealment, forgery, collusion, omission or misrepresentation.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at: [www.frc.org.uk/auditorsresponsibilities]. This description forms part of our auditor's report.

Independent Auditor's Report

To the members of

Camden Community Nurseries Limited

Use of our report

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

Anthony Epton

**Anthony Epton (Senior Statutory Auditor)
for and on behalf of
Goldwins Limited
Statutory Auditor
Chartered Accountants
75 Maygrove Road
West Hampstead
London NW6 2EG**

3 December 2024

Camden Community Nurseries Limited

Statement of financial activities

(incorporating an income and expenditure account)

For the year ended 31 March 2024

	Note	Unrestricted funds £	Restricted funds £	2024 Total funds £	2023 Total funds £
Income from:					
Donations and legacies	3	6,368	279,576	285,944	210,048
Charitable activities	4	863,667	-	863,667	859,984
Fundraising activities		235	-	235	346
Investment income	5	11,596	-	11,596	2,057
Total Income		881,866	279,576	1,161,442	1,072,435
Expenditure on:					
Raising funds		413	-	413	216
Charitable activities	6	1,020,358	279,576	1,299,934	1,094,238
Total expenditure		1,020,771	279,576	1,300,347	1,094,454
Net Income/ (expenditure) for the year	7	(138,905)	-	(138,905)	(22,019)
Transfers between funds		-	-	-	-
Net Income / (expenditure) before other recognised gains and losses		(138,905)	-	(138,905)	(22,019)
Actuarial gains on defined benefit pension schemes		18,000	-	18,000	1,000
Net movement in funds		(120,905)	-	(120,905)	(21,019)
Reconciliation of funds:					
Total funds brought forward		529,430	946	530,376	551,395
Total funds carried forward		408,525	946	409,471	530,376

All of the above results are derived from continuing activities.

There were no other recognised gains or losses other than those stated above.

The attached notes form part of these financial statements.

Camden Community Nurseries Limited
Balance sheet
As at 31 March 2024

	Note	2024 £	2024 £	2023 £	2023 £
Fixed assets:					
Tangible assets	10		169		211
			169		211
Current assets:					
Debtors	11	9,936		23,684	
Cash at bank and in hand		622,621		557,215	
		632,557		580,899	
Liabilities:					
Creditors: amounts falling due within one year	12	266,255		74,734	
Net current assets			366,302		506,165
Total assets less current liabilities			366,471		506,376
Net assets excluding pension asset			366,471		506,376
Defined benefit pension scheme	18		43,000		24,000
Total net assets			409,471		530,376
Funds	14				
Restricted funds			946		946
Unrestricted funds:					
General funds		408,525		529,430	
Total unrestricted funds			408,525		529,430
Total funds			409,471		530,376

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

Approved by the trustees on 3 December 2024
and signed on their behalf by: 

Laurie Swan
Trustee

The attached notes form part of the financial statements.

Camden Community Nurseries Limited
Statement of cash flows
For the year ended 31 March 2024

	Note	2024	2024	2023	2023
		£	£	£	£
Cash flows from operating activities:					
Net cash provided by / (used in) operating activities	15		53,810		(12,870)
Cash flows from investing activities:					
Interest/ rent/ dividends from investments		11,596		2,057	
Proceeds from the sale of property, plant and equipment		-		-	
Sale/ (purchase) of fixed assets		-		-	
Cash provided by / (used in) investing activities			11,596		2,057
Change in cash and cash equivalents in the year			65,406		(10,813)
Cash and cash equivalents at the beginning of the year			557,215		568,028
Cash and cash equivalents at the end of the year	16		622,621		557,215

Camden Community Nurseries Limited
Notes to the financial statements
For the year ended 31 March 2024

1 Accounting policies

a) Basis of preparation

The financial statements 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) and the Companies Act 2006.

The charitable company meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy or note.

b) Going concern

The trustees consider that there are no material uncertainties about the charitable company's ability to continue as a going concern. The trustees do not consider that there are any sources of estimation uncertainty at the reporting date that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next reporting period.

c) Income

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

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 for the provision of specified service is deferred until the criteria for income recognition are met.

For legacies, entitlement is taken as the earlier of the date on which either: the charity is aware that probate has been granted, the estate has been finalised and notification has been made by the executor(s) to the charity that a distribution will be made, or when a distribution is received from the estate. Receipt of a legacy, in whole or in part, is only considered probable when the amount can be measured reliably and the charity has been notified of the executor's intention to make a distribution. Where legacies have been notified to the charity, or the charity is aware of the granting of probate, and the criteria for income recognition have not been met, then the legacy is treated as a contingent asset and disclosed if material.

d) Donations of gifts, services and facilities

Donated professional services and donated facilities are recognised as income when the charity has control over the item or received the service, any conditions associated with the donation have been met, the receipt of economic benefit from the use by the charity of the item is probable and that economic benefit can be measured reliably. In accordance with the Charities SORP (FRS 102), volunteer time is not recognised so refer to the trustees' annual report for more information about their contribution.

On receipt, donated gifts, professional services and donated facilities are recognised on the basis of the value of the gift to the charity which is the amount the charity would have been willing to pay to obtain services or facilities of equivalent economic benefit on the open market; a corresponding amount is then recognised in expenditure in the period of receipt.

e) 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.

f) 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 charity's work or for specific projects being undertaken by the charity.

Camden Community Nurseries Limited
Notes to the financial statements
For the year ended 31 March 2024

1 Accounting policies (continued)

g) Expenditure and irrecoverable VAT

Expenditure is recognised once there is a legal or constructive obligation to make a payment to a third party, it is probable that settlement will be required and the amount of the obligation can be measured reliably. Expenditure is classified under the following activity headings:

- Costs of raising funds comprise of trading costs and the costs incurred by the charitable company in inducing third parties to make voluntary contributions to it, as well as the cost of any activities with a fundraising purpose.
- Expenditure on charitable activities includes the costs of delivering activities undertaken to further the purposes of the charity and their associated support costs.
- Other expenditure represents those items not falling into any other heading.

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

h) Allocation of support costs

Support costs are those functions that assist the work of the charity but do not directly undertake charitable activities. Support costs include back office costs, finance, personnel, payroll and governance costs which support the charity's activities. These costs have been allocated between cost of raising funds and expenditure on charitable activities. The bases on which support costs have been allocated are set out in note 6.

i) Operating leases

Rental charges are charged on a straight line basis over the term of the lease.

j) Tangible fixed assets

Items of equipment are capitalised where the purchase price exceeds £1,000. Depreciation is provided at rates calculated to write down the cost of each asset to its estimated residual value over its expected useful life. The depreciation rates in use are as follows:

Garden improvements	20% SL
Fixtures and fittings	20% RB
Computer equipment	33% SL

k) Debtors

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

l) Cash at bank and in hand

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

m) Creditors and provisions

Creditors and provisions are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

n) Financial instruments

The charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of bank loans which are subsequently measured at amortised cost using the effective interest method.

Camden Community Nurseries Limited
Notes to the financial statements
For the year ended 31 March 2024

2 Detailed comparatives for the statement of financial activities

	2023	2023	2023
	Unrestricted	Restricted	Total
	£	£	£
Income from:			
Donations and legacies	1,740	208,308	210,048
Charitable activities	859,984	-	859,984
Fundraising activities	346	-	346
Investment income	2,057	-	2,057
Total income	864,127	208,308	1,072,435
Expenditure on:			
Raising funds	216	-	216
Charitable activities	885,930	208,308	1,094,238
Total expenditure	886,146	208,308	1,094,454
Net income / expenditure before gains / (losses) on investments	(22,019)	-	(22,019)
Actuarial gains on defined benefit pension schemes	1,000	-	1,000
Net income / expenditure	(21,019)	-	(21,019)
Transfers between funds	-	-	-
Net movement in funds	(21,019)	-	(21,019)
Total funds brought forward	550,449	946	551,395
Total funds carried forward	529,430	946	530,376

3 Income from donations and legacies

	Unrestricted	Restricted	2024	2023
	£	£	Total	Total
			£	£
Grants				
LB of Camden- 2 yr old grant	-	76,302	76,302	16,889
LB Study Grants	-	150	150	-
Nursery Education (DfEE) - 3 yr old grant	-	200,004	200,004	184,299
LB of Camden -support workers	-	3,120	3,120	7,120
Donations	6,368	-	6,368	1,740
	6,368	279,576	285,944	210,048

4 Income from charitable activities

	Unrestricted	Restricted	2024	2023
	£	£	Total	Total
			£	£
Fees receivable	863,667	-	863,667	859,984
Total income from charitable activities	863,667	-	863,667	859,984

5. Investment income

	Unrestricted	Restricted	2024	2023
	£	£	Total	Total
			£	£
Interest	11,596	-	11,596	2,057
Total income from charitable activities	11,596	-	11,596	2,057

Camden Community Nurseries Limited
Notes to the financial statements
For the year ended 31 March 2024

6 Analysis of expenditure

	Charitable activities	Support costs	2024 Total	2023 Total
	£	£	£	£
Staff Costs (including agency staff)	845,919	56,169	902,088	894,296
Depreciation	42	-	42	1,253
Rent and services	199,437	-	199,437	19,388
Rates	12,565	-	12,565	11,672
Light & heat	43,223	-	43,223	33,704
Repairs & Maintenance	8,219	-	8,219	6,061
Insurance	4,161	-	4,161	4,178
Other building costs	17,128	-	17,128	17,281
Staff travel	344	-	344	109
Telephone	3,645	-	3,645	4,028
Other office costs	5,452	-	5,452	15,896
Food costs	36,969	-	36,969	34,897
Materials & toys	14,436	-	14,436	12,058
Recruitment & training costs	6,010	-	6,010	8,122
Other nursery costs	21,725	-	21,725	8,398
Other staff costs	-	6,662	6,662	5,106
Contact staff member	-	8,818	8,818	8,096
Audit fees	-	5,820	5,820	7,200
Other financial costs	-	2,309	2,309	1,518
Subscription and licence fees	-	881	881	977
	1,219,275	80,659	1,299,934	1,094,238
Support costs	80,659	(80,659)	-	-
Total expenditure 2024	1,299,934	-	1,299,934	-
Total expenditure 2023	1,094,238	-	-	1,094,238

Of the total expenditure, £1,020,774 was unrestricted (2023: £885,930) and £279,576 was restricted (2023: £208,308).

6a Analysis of expenditure (prior year)

	Charitable activities	Support costs	2023 Total	2022 Total
	£	£	£	£
Staff costs (including agency staff)	837,781	-	837,781	801,078
Depreciation	1,253	-	1,253	1,321
Rent and services	19,388	-	19,388	19,600
Rates	11,672	-	11,672	11,393
Light & Heat	33,704	-	33,704	16,731
Repairs and maintenance	6,061	-	6,061	16,802
Insurance	4,178	-	4,178	4,685
Other building costs	17,281	-	17,281	22,290
Staff travel	109	-	109	-
Telephone	4,028	-	4,028	4,203
Other office costs	15,896	-	15,896	17,748
Food costs	34,897	-	34,897	31,187
Materials and toys	12,058	-	12,058	11,701
Recruitment and training	8,122	-	8,122	7,509
Other costs	8,398	-	8,398	12,295
Net interest cost on defined benefit scheme	-	-	-	1,000
Staff costs	-	56,515	56,515	54,006
Other staff costs	-	5,106	5,106	4,844
Agency staff	-	8,096	8,096	11,105
Audit fees	-	7,200	7,200	4,050
Other financial costs	-	1,518	1,518	1,557
Subscription and licence fees	-	977	977	1,172
	-	-	-	-
	1,014,826	79,412	1,094,238	1,056,277
Support costs	79,412	(79,412)	-	-
Total expenditure 2023	1,094,238	-	1,094,238	-
Total expenditure 2022	1,056,277	-	-	1,056,277

Of the total expenditure, £885,930 was unrestricted (2022: £829,749) and £208,308 was restricted (2022: £226,528).

Camden Community Nurseries Limited
Notes to the financial statements
For the year ended 31 March 2024

7 Net Income / (expenditure) for the year

This is stated after charging / (crediting):

	2024	2023
	£	£
Depreciation	42	1,253
Auditor's remuneration:		
Audit fees	4,500	7,200

8 Analysis of staff costs, trustee remuneration and expenses, and the cost of key management personnel

Staff costs (excluding agency staff) were as follows:

	2024	2023
	£	£
Salaries and wages	784,610	764,284
Social security costs	49,903	48,054
Employer's contribution to defined contribution pension schemes	29,386	31,794
	863,899	844,132

No employee received employee benefits (excluding employer pension) of over £60,000.

The total employee benefits including pension contributions and employer national insurance contributions of the key management personnel were £86,481 (2023: £72,082).

The charity trustees were not paid or received any benefits from employment with the Charity in the year (2023: Nil).

Staff numbers

The average number of employees (head count based on number of staff employed) during the year was as follows:

	2024	2023
	No.	No.
Administrative staff	2	2
Other staff	46	47
	48	49

9 Taxation

The charitable company is exempt from corporation tax as all its income is charitable and is applied for charitable purposes.

Camden Community Nurseries Limited
Notes to the financial statements
For the year ended 31 March 2024

10 Tangible fixed assets

	Long-term leasehold property	Fixtures and fittings	Computer equipment	Total
	£	£	£	£
Cost				
At the start of the year	27,610	4,727	1,110	33,447
Additions in year	-	-	-	-
Disposals in year	-	-	-	-
At the end of the year	<u>27,610</u>	<u>4,727</u>	<u>1,110</u>	<u>33,447</u>
Depreciation				
At the start of the year	27,610	4,516	1,110	33,236
Charge for the year	-	42	-	42
Eliminated on disposal	-	-	-	-
At the end of the year	<u>27,610</u>	<u>4,558</u>	<u>1,110</u>	<u>33,278</u>
Net book value				
At the end of the year	<u>-</u>	<u>169</u>	<u>-</u>	<u>169</u>
At the start of the year	<u>-</u>	<u>211</u>	<u>-</u>	<u>211</u>

All of the above assets are used for charitable purposes.

11 Debtors

	2024	2023
	£	£
Other debtors	1,592	19,275
Prepayments and accrued income	8,344	4,409
	<u>9,936</u>	<u>23,684</u>

12 Creditors: amounts falling due within one year

	2024	2023
	£	£
Other creditors	35,339	30,348
Accruals and deferred income	230,916	44,386
	<u>266,255</u>	<u>74,734</u>

Nurseries fees are invoiced in advance. Within accruals and deferred income shown above is £20,297 of Deferred income (2023: £26,093)

Camden Community Nurseries Limited
Notes to the financial statements
For the year ended 31 March 2024

13 Analysis of net assets between funds

	General unrestricted £	Restricted £	Total funds £
Tangible fixed assets	169	-	169
Net current assets	365,356	946	366,302
Net assets at the end of the year	365,525	946	366,471

13a Analysis of net assets between funds (prior year).

	General unrestricted £	Restricted £	Total funds £
Tangible fixed assets	211	-	211
Net current assets	529,219	946	530,165
Net assets at the end of the year	529,430	946	530,376

14 Movements in funds

	At the start of the year £	Incoming resources & gains £	Outgoing resources & losses £	Transfers £	At the end of the year £
Restricted funds:					
LBC 2yr olds		76,302	(76,302)	-	-
LB Study Grants		150	(150)	-	-
NEF 3yr olds		200,004	(200,004)	-	-
LBC: support workers		3,120	(3,120)	-	-
Sustainability grant	946	279,576	(279,576)	-	946
Total restricted funds	946	559,152	(559,152)	-	946

Unrestricted funds:

General funds	525,430	881,866	(1,020,771)	-	386,525
Unallocated amounts	4,000	-	-	-	4,000
Total unrestricted funds	529,430	881,866	(1,020,771)	-	390,525

14a Movements in funds (prior year)

	At the start of the year £	Incoming resources & gains £	Outgoing resources & losses £	Transfers £	At the end of the year £
Restricted funds:					
LBC 2yr olds	-	16,889	(16,889)	-	-
NEF 3yr olds	-	184,299	(184,299)	-	-
LBC: support workers	-	7,120	(7,120)	-	-
Sustainability grant	946	-	-	-	946
Total restricted funds	946	208,308	(208,308)	-	946

Unrestricted funds:

General funds	550,449	864,127	(886,146)	(3,000)	525,430
Unallocated amounts	-	-	-	4,000	4,000
Total unrestricted funds	550,449	864,127	(886,146)	1,000	529,430

Camden Community Nurseries Limited
Notes to the financial statements
For the year ended 31 March 2024

15 Reconciliation of net income / (expenditure) to net cash flow from operating activities

	2024	2023
	£	£
Net income / (expenditure) for the reporting period (as per the statement of financial activities)	(138,905)	(22,019)
Depreciation	42	1,253
Dividends, interests and rent from investments	(11,596)	(2,057)
(Increase)/ decrease in debtors	13,748	(8,529)
Increase/ (decrease) in creditors	191,521	18,482
Movement on pension	(1,000)	-
Net cash provided by / (used in) operating activities	53,810	(12,870)

16 Analysis of cash and cash equivalents

	At 1 April 2023 £	Cash flows £	Other changes £	At 31 March 2024 £
Cash at bank and in hand	557,215	65,406	-	622,621
Total cash and cash equivalents	557,215	65,406	-	622,621

17 Legal status of the charity

The charity is a company limited by guarantee and has no share capital. Each member is liable to contribute a sum not exceeding £1 in the event of the charity being wound up.

18. Pension commitments

The charity operates a defined benefit scheme (DBS) which is now closed and operates a defined contribution scheme (DCS).

The DCS is operated by the Pension Trust. The number of staff in the defined contributions scheme at the year end was 31 (2023:39).

The charity operated a defined benefit scheme, which is part of a multi-employer scheme operated by Local Government Pension Scheme (LGPS), on behalf of Camden Community Nurseries.

The number of staff in the defined benefit scheme is 3 (2023: 3).

FRS 102 Disclosure

The LGPS undertakes a triennial actuarial review to establish the value of the fund and if necessary, adjust the contributions paid by employers accordingly.

The pension cost and net asset for the year ended 31 March 2024 are based on the advice of a professionally qualified actuary, Hymans Robertson LLP. The most recent formal valuation is dated 31 March 2024.

The Company operates a defined benefit pension scheme.

Principal actuarial assumptions at the Balance sheet date (expressed as weighted averages):

Camden Community Nurseries Limited
Notes to the financial statements
For the year ended 31 March 2024

	At 31 March	At 31 March
	2024	2023
	%	%
Discount rate	4.80	4.75
Expected return on scheme assets	9.80	-3.80
Future salary increases	3.30	3.50
Future pension increases	2.80	3.00

	At 31 March	At 31 March
	2024	2023
	Years	Years
Mortality rates (in years)		
for a male aged 65 now	21.3	21.5
at 65 for a male aged 45 now	22.6	22.8
for a female aged 65 now	24.7	24.9
at 65 for a female aged 45 now	25.6	25.9

	At 31 March	At 31 March
	2024	2023
	%	%
Equities	59	59
Bonds	23	20
Property	15	17
Cash	3	4

The Company's share of the assets in the scheme was:

	At 31 March	At 31 March
	2024	2023
	£	£
The market value of assets	374,000	365,000

The actual return on scheme assets was £17,000(2023: £10,000).

The amounts recognised in the Statement of financial activities are as follows:

Movements in the present value of the defined benefit obligation were as follows:

	2024
	£
Opening defined benefit obligation	341,000
Interest cost	16,000
Actuarial gains	1,000
Benefit paid	(26,000)
Closing defined benefit obligation	332,000

Movements in the fair value of the Company's share of scheme assets were as follows:

	2024
	£
Opening fair value of scheme assets	365,000
Actuarial (losses) gains	18,000
Net interest	17,000
Benefits paid	(26,000)
Closing fair value of scheme assets	374,000

Camden Community Nurseries Limited
Notes to the financial statements
For the year ended 31 March 2024

19. Operating lease commitments

The charity is provided with the use of three properties by the London Borough of Camden, known as Sington, Montpelier and Acol nurseries.

There is a signed lease in place for the Montpelier and Sington nurseries. There is a draft lease under discussion for the Acol Nursery; however until such time as this is agreed and signed, no commitment is disclosed for the property.

In 2020, the charity signed an operating lease agreement in respect of four printers for the period of five years.

The charity's total future minimum lease payments under non-cancellable operating leases is as follows for each of the following periods

	2024	2023
	£	£
Less than one year	50,608	20,464
One to five years	78,400	78,400
Over five years	93,200	112,800
	222,208	211,664

CAMDEN COMMUNITY NURSERIES LIMITED

England & Wales - Charity number 1002534

Accounts

CAMDEN COMMUNITY NURSERIES LIMITED

(A company limited by guarantee)

TRUSTEES' REPORT AND FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2023

CAMDEN COMMUNITY NURSERIES LIMITED
(A company limited by guarantee)

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CAMDEN COMMUNITY NURSERIES LIMITED

(A company limited by guarantee)

**REFERENCE AND ADMINISTRATIVE DETAILS OF THE COMPANY, ITS TRUSTEES AND ADVISERS
FOR THE YEAR ENDED 31 MARCH 2023**

Trustees

Laurie Swan, Treasurer
Paul McGhee (resigned 15 November 2023)
Camilla Hollweck (resigned 15 November 2023)
James Smith, Co-chair
Isavella Theodosiou
Ghislaine Halpenny, Co-chair
Giulia Geraci (appointed 23 November 2022)
Grace Catenaccio (appointed 15 November 2023)

Company registered number

02575796

Charity registered number

1002534

Registered office

16 Acol Road
London
NW6 3AG

Management team

Reanne Thompson, Senior Nursery Manager
Denize Bisset, Montpelier Nursery Manager
Maryum Akhtar, Montpelier Deputy Nursery Manager
Ramona Strattan, Sington and Acol Nursery Manager
Simona Oltean, Sington Deputy Nursery Manager
Jane McNally, Acol Deputy Nursery Manager

Independent auditors

Griffin Stone Moscrop & Co
Chartered Accountants
21-27 Lamb's Conduit Street
London
WC1N 3GS

CAMDEN COMMUNITY NURSERIES LIMITED

(A company limited by guarantee)

TRUSTEES' REPORT FOR THE YEAR ENDED 31 MARCH 2023

The Trustees, who are also directors of the charity for the purposes of the Companies Act, present their annual report together with the independently examined financial statements of Camden Community Nurseries Limited ("the charity") for the year ended 31 March 2023. The trustees confirm that the Annual report and financial statements of the charity comply with the current statutory requirements, the requirements of the charity's governing document and provisions of the Statement of Recommended Practice (SORP) "Accounting and Reporting by Charities" issued in March 2015.

Since the charity qualifies as small under section 383 of the Companies Act 2006, the strategic report required of medium and large companies under the Companies Act 2006 (strategic Report and Directors' Report) Regulations 2013 is not required.

Objectives and Activities

The charity's objective and principal activity is established as the advancement of the standard of education and care for pre-school children. This continues to be developed by Camden Community Nurseries (CCN) through adhering to the principles set out in the Early Years Foundation Stage and incorporating the seven areas of learning and development in the nurseries.

Our aim is to provide a community orientated nursery experience, which can be enjoyed by the children and parents alike, to as many beneficiaries as possible. Places are open to all, but targeted towards working parents, parents in further education, low-income families, refugee families, lone parent families and children with special needs.

CCN also supports students and unqualified staff to complete Early Years Education qualifications.

We strive to re-invest all proceeds from our charitable activities back into the charity whilst keeping mindful of ensuring the long-term financial stability of the business.

CCN's primary source of income is fees charged for the provision of childcare in its nurseries. CCN uses a two-tier fee structure to encourage a range of families to access high quality childcare. Additionally CCN continues to be part-funded by nursery education grants from the London Borough of Camden and occasionally other grant funders.

CCN does not undertake grant making activities, nor does it rely on contributions from volunteers.

Achievements and performance

The performance of the Charity for the financial resulted in a financial deficit of £18k. Financially the charity strikes a balance between setting our fees at the lowest possible level for our disadvantaged beneficiaries and the need to maintain a financial buffer against future environmental changes. The financial year to 31 March 2023 has been challenging with the working environment for nurseries continuing to be difficult.

Our occupancy for the year to 31 March 2023 continued to vary over the year and is still overall at a lower level than pre-pandemic levels.

Acol is our largest nursery with a total of 50 equivalent full-time places. Montpelier has 24 places and Sington has 22. All nurseries continue to offer places for the 30-hour government funded childcare programme. In addition, all nurseries also offer places for the London Borough of Camden (LBC) funded 2-year-old scheme.

At the year end the numbers of children on roll were as follows:

- Acol 49, including 4 on our lower income brackets and a further 8 receiving the additional 30-hour funding.
- Montpelier 24, including 3 on our lower income brackets, a further 10 receiving the additional 30-hour funding and 1 child on the 2-Year-old Scheme.
- Sington 21, including 2 on our lowest income bracket and a further 2 receiving the additional 30-hour funding, 6 children on the 2-Year-old Scheme and 1 SEN child with additional funding.

The average occupancy across CCN for the year to 31 March 2023 was 69% (2022: 67%), with average

CAMDEN COMMUNITY NURSERIES LIMITED**(A company limited by guarantee)****TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2023**

occupancy levels of 78% for Acol (2022: 75%), 68% for Montpelier (2022: 62%), and 61% for Sington (2022: 63%). All nurseries have a target occupancy level of 75%. The small increase in occupancy for the year to 31 March 2023 reflects the slow progress towards pre-pandemic levels, the challenges facing the nursery industry and continued financial difficulties facing parents.

CCN generally has higher occupancy in the winter and spring, with lower occupancy levels in the summer and in the academic changeover period (September/October). We continue to work hard to increase occupancy through our communications activity, which includes community events organised through each of the nurseries.

All three of CCN's nurseries are currently rated 'Good' by Ofsted. The dates of the latest Ofsted inspections are as follows. Acol was inspected by Ofsted on 12 February 2019, Sington was inspected on 12 September 2018 and Montpelier was inspected on 14 October 2023.

CCN has not undertaken any large-scale fundraising activities this year but has focused on small scale fundraising in the financial year to 31 March 2023. Where nursery fundraising takes place at each nursery all funds generated are directly re-invested in the relevant nursery. During the year each nursery raised funds as follows, Acol £51.35 (2022: £0), Montpelier £294.55 (2022: £0) and Sington £0 (2022: £0).

Financial Review

The Statement of Financial Activities shows income for the year of £1,072,435 and total expenditure of £1,094,454 resulting in a deficit for the year of £22,019. Total reserves at the end of the March 2023 were £530,376, £529,430 being unrestricted funds.

Significant points to note on the Statement of Financial Activities are outlined below:

- Income from charitable activities, wholly derived from fees charged to parents, has increased by £113,960 from £746,024 to £859,984 due to higher levels of occupancy.
- Resources expended on charitable activities have increased by £33,961 to £1,094,238. This increase is due to a rise in direct costs of £35,283 from £979,543 principally resulting from higher salary costs, which is our most significant expense. Direct staff costs for the year to 31 March 2023 were £837,781, an increase of £36,703 from £801,078 reflecting higher agency staffing required in the post pandemic period, although COVID-19 is still impacting our occupancy.

CCN continues to experience financial pressures, caused by several factors including:

- rent costs,
- salary costs including pension and NI,
- utilities,
- inflation,
- a funding rate rising well below inflation (£6.74 in September 2023) as CCN provides childcare to parents on the basis of hours.

CAMDEN COMMUNITY NURSERIES LIMITED**(A company limited by guarantee)****TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2023****Principal Risks & Uncertainties facing the Charity**

CCN's principal risks and strategies for mitigation are set out below:

Risk 1 - Loss of key personnel, including both staff and Trustees

This risk is mitigated by:

- Focus on staff development and regular training with internal promotion of staff where appropriate
- Each nursery has a staff association and regular staff meetings to allow staff feedback
- Trusted agency contacts are maintained by the Senior Manager
- Continuous recruitment of Trustees through parent meetings and CCN events

Risk 2 - External factors place increased financial strain on CCN, leading to going concern issues

This risk is mitigated by:

- Regular review of financial performance against budget
- Long term financial forecasting which informs decisions taken by trustees such as fee increases
- Ongoing monitoring of debt
- Maintaining levels of occupancy in excess of a minimum 70% with a target of 75% average over the year

Risk 3 - Reduction in occupancy, leading to reduction in income

This risk is mitigated by:

- Fees remain highly competitive through regular benchmarking exercise
- Focus on high quality childcare, including investment in staff
- Marketing and community events at each nursery

Risk 4 - Results of future Ofsted inspections impact reputation of CCN nurseries

This risk is mitigated by:

- All staff undergo regular training
- Safeguarding policy in place and regularly reviewed
- All staff DBS checked
- All buildings secure with door entry procedures
- Regular fire evacuation checks
- Crisis communication plan in place

Principal Funding Sources

CCN's primary source of income is fees charged for the provision of childcare in its nurseries. CCN uses a two-tier fee structure designed to enable a range of families to access quality childcare. As a not-for-profit organisation, CCN offers very competitive fee rates and discounted places for those on lower incomes.

CCN continues to receive nursery education grants from Camden Council and occasionally other grant funders. In particular, the 2-year-old funding scheme allows CCN to offer part time fully funded places to eligible 2-year-olds. CCN also provides the universal funded places and the 30-hour places to eligible 3 & 4-year-olds. It is important to note that this funding from the LBC results in lower fees being charged to the parents.

Reserves policy & Going concern

The charity had net assets at the balance sheet date of £530,376 of which £946 are restricted (net assets of £551,395 at 31 March 2022). It is the policy for the Board to maintain a level of unrestricted reserves as a buffer against changes in the economic climate that might impact the donors and supporters of the charity.

The current financial year to 31 March 2023 has been very challenging. In conjunction with other nurseries CCN has struggled to recruit qualified staff and has had to deal with fluctuating occupancy. However, the Trustees consider the present level of reserves and funding committed to by third parties, is adequate to support the charity for at least twelve months.

Plans for the future

CAMDEN COMMUNITY NURSERIES LIMITED

(A company limited by guarantee)

TRUSTEES' REPORT (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2023

At the core of our future plans is our commitment to providing affordable nursery places to the local community and to be the first choice for parents in the local area. CCN will continue to promote the nurseries to maintain and increase occupancy. We intend to continue offering as many funded places (2-year-old scheme, 30 hour funding and 15 hour universal funding) and lower income places as possible.

In order to do this, we will perform a financial and strategic review of the business every 6 months. In particular, the Trustees will continue to review and benchmark fee levels to ensure that the right balance is found between providing value for money for parents and ensuring the financial sustainability of the charity. A fee rise of 7% was implemented from 1 April 2023. This was a significant rise which the board felt had to be made to allow for a pay rise and to deal with rising costs particularly energy costs. CCN gave the staff a 3% pay rise from 1 April 2023, having already awarded a rise of 3% from 1 September 2022.

The Board continues to provide the strategic direction of the charity. The Board has an ongoing commitment to ensuring that CCN's fundraising, finance and accounting policies are in line with best practice, and to focussing business planning on supporting our vision and mission. We believe we have the skills and expertise within the team and Board of Trustees to fulfil this commitment.

Structure, Governance and Management

The charity is constituted as a company limited by guarantee and is therefore governed by a Memorandum and Articles of Association, and also registered with the Charity Commission. The Memorandum and Articles of Association were updated during the 2014/15 financial year and adopted by the Board of Trustees. No further revisions have taken place.

Method of appointment, induction and training of Trustees

All parents are offered membership and are invited to attend the AGM. Parents are advised about which Trustees are resigning and are invited to consider standing for election as Trustees themselves, which they can do via an application process. The majority of Trustees are parents and ex-parents, but the Board will also co-opt non-parent Trustees where appropriate giving due regard to the requirement for any specialist skills needed.

New trustees undergo an induction to brief them on their legal obligations under charity and company law, the content of the Memorandum and Articles of Association, the committee and decision-making processes, the business plan and the recent financial performance of the charity. Trustees are encouraged to consult a wide range of guidance available from relevant bodies such as the Charities Commission and undertake external training opportunities.

Organisation

In normal circumstances the Board meets bi-annually in person and quarterly by conference call. In addition, specific meetings may be convened as deemed necessary. We are not currently running sub-committees as all members of the Board need to be fully aware of all issues.

A Senior Nursery Manager has responsibility (as delegated by the Board) for the day-to-day operation of all three nurseries (Acol, Sington & Montpelier), which constitute CCN. This includes operational expenditure, staff management and recruitment, as well as ensuring best practice across all three nurseries.

Each individual nursery has a Manager and Deputy Manager who report to the Senior Nursery Manager and are responsible for the early years' education within their nurseries and for the line management of the nursery staff. Day to day support is provided to the Senior Nursery Manager by three part time members of staff (Admin Officer, Marketing Officer and Finance Officer). Furthermore, the organisation has access to a pool of specialists for specific work on an ad hoc basis, for example on the strategic direction of CCN, fundraising and HR.

The Board is responsible for all strategic decision making including

- setting the fee structure and levels

CAMDEN COMMUNITY NURSERIES LIMITED**(A company limited by guarantee)****TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2023**

- significant investment in any of the nurseries, such as garden re-development
- pay rises for staff and pay levels of key management personnel

Public Benefit

We have referred to the Charity Commissions general guidance on public benefit when reviewing our aims and objectives and in planning our future services. In particular the board of trustees consider how our planned services will contribute to the aims and objectives they have set.

Audit

The government have set the income threshold requiring an audit at £1,000,000. Under these rules CCN is required to have its 31 March 2023 accounts audited. The Trustees have appointed the firm of auditors, GSM & Co, to perform the audit.

Trustees' responsibilities statement

The trustees (who are also the directors of Camden Community Nurseries Limited for the purposes of company law) are responsible for preparing the Trustees' Annual Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the Trustees to prepare financial statements for each financial year. Under company law must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the 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 accounting estimates that are reasonable and prudent;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in operation.

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 charitable 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

Disclosure of information to the auditors

Each of the persons who are Trustees at the time when this Trustees' report is approved has confirmed that:

- so far as that Trustee is aware, there is no relevant information of which the charitable company's auditor is unaware; and
- that Trustee has taken all steps that they ought to have taken as a Trustee in order to be aware of any relevant information and to establish that the auditors are aware of that information.

Approved by order of the members of the board of Trustees and signed on their behalf by:

Laurie Swan
(Trustee)

Laurie Swan

Date: 7 December 2023

CAMDEN COMMUNITY NURSERIES LIMITED
(A company limited by guarantee)

INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF CAMDEN COMMUNITY NURSERIES LIMITED

Opinion

We have audited the financial statements of Camden Community Nurseries Limited (the 'charitable company') for the year ended 31 March 2023 which comprise the Statement of financial activities, the Balance sheet, the Statement of cash flows and the related notes, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 March 2023 and of its incoming resources and application of resources, including its income and expenditure for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditors' responsibilities for the audit of the financial statements section of our report. We are independent of the charitable company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the United Kingdom, including the Financial Reporting Council's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the Trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charitable company's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the Trustees with respect to going concern are described in the relevant sections of this report.

CAMDEN COMMUNITY NURSERIES LIMITED**(A company limited by guarantee)****INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF CAMDEN COMMUNITY NURSERIES LIMITED (CONTINUED)****Other information**

The other information comprises the information included in the Annual report other than the financial statements and our Auditors' report thereon. The Trustees are responsible for the other information contained within the Annual report. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon. Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the course of the audit, or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Opinion on other matters prescribed by the Companies Act 2006

In our opinion, based on the work undertaken in the course of the audit:

- the information given in the Trustees' report for the financial year for which the financial statements are prepared is consistent with the financial statements.
- the Trustees' report has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of our knowledge and understanding of the charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the Trustees' report.

We have nothing to report in respect of the following matters in relation to which Companies Act 2006 requires us to report to you if, in our opinion:

- adequate accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of Trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit; or
- the Trustees were not entitled to prepare the financial statements in accordance with the small companies regime and take advantage of the small companies' exemptions in preparing the Trustees' report and from the requirement to prepare a Strategic report.

Responsibilities of trustees

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

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

CAMDEN COMMUNITY NURSERIES LIMITED**(A company limited by guarantee)****INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF CAMDEN COMMUNITY NURSERIES LIMITED (CONTINUED)****Auditors' responsibilities for the audit of the financial statements**

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

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The specific procedures for this engagement designed and implemented to detect irregularities, including fraud are detailed below:

- Enquiries with management and those charged with governance, including review of minutes of directors' meetings for parent company;
- Reviewing financial statement disclosures and testing to supporting documentation to assess compliance;
- Performing audit work over the risk of management override of controls, including evaluating journal entries and other adjustments for appropriateness, evaluating the business rationale of significant transactions outside the normal course of business and reviewing accounting estimates for bias;
- Carrying out substantive checking to supporting documents on a sample basis of individual transactions within the financial statements; and
- Checking payroll transactions to ensure payments are made to valid employees.

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. This risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance. The risk is also greater regarding irregularities occurring due to fraud rather than error, as fraud involves intentional concealment, forgery, collusion, omission or misrepresentation.

As part of an audit in accordance with ISAs (UK), we exercise professional judgment and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion of the effectiveness of the charitable company's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the Trustees.
- Conclude on the appropriateness of the Trustees' use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the charitable company's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our Auditors' report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our Auditors' report. However, future events or conditions may cause the charitable company to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the

CAMDEN COMMUNITY NURSERY LIMITED

(A company limited by guarantee)

INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF CAMDEN COMMUNITY NURSERY LIMITED (CONTINUED)

disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

Other matters

In forming our opinion on the financial statements, which is not modified, we note that the prior period financial statements were not audited. Consequently, International Standards on Auditing (UK) require the auditor to state that the corresponding figures contained within these financial statements are unaudited.

Use of our report

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

Richard Hill

Richard Hill FCA (Senior statutory auditor)

for and on behalf of

Griffin Stone Moscrop & Co

Chartered Accountants

Statutory Auditors

21-27 Lamb's Conduit Street

London

WC1N 3GS

8 December 2023

CAMDEN COMMUNITY NURSERIES LIMITED**(A company limited by guarantee)****STATEMENT OF FINANCIAL ACTIVITIES (INCORPORATING INCOME AND EXPENDITURE ACCOUNT)
FOR THE YEAR ENDED 31 MARCH 2023**

	Note	Restricted funds 2023 £	Unrestricted funds 2023 £	Total funds 2023 £	Total funds 2022 £
Income from:					
Donations and legacies	2	208,308	1,740	210,048	225,998
Charitable activities	3	-	859,984	859,984	746,024
Fundraising activities		-	346	346	757
Investments	4	-	2,057	2,057	66
Total income		208,308	864,127	1,072,435	972,845
Expenditure on:					
Raising funds		-	216	216	584
Charitable activities	5	208,308	885,930	1,094,238	1,056,277
Total expenditure		208,308	886,146	1,094,454	1,056,861
Net movement in funds before other recognised gains/(losses)		-	(22,019)	(22,019)	(84,016)
Other recognised gains/(losses):					
Actuarial gains on defined benefit pension schemes	19	-	1,000	1,000	32,000
Net movement in funds		-	(21,019)	(21,019)	(52,016)
Reconciliation of funds:					
Total funds brought forward		946	550,449	551,395	603,411
Net movement in funds		-	(21,019)	(21,019)	(52,016)
Total funds carried forward		946	529,430	530,376	551,395

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

The notes on pages 14 to 30 form part of these financial statements.

CAMDEN COMMUNITY NURSERIES LIMITED**(A company limited by guarantee)****REGISTERED NUMBER: 02575796****BALANCE SHEET
AS AT 31 MARCH 2023**

	Note	2023 £	2022 £
Fixed assets			
Tangible assets	10	211	1,464
		<u>211</u>	<u>1,464</u>
Current assets			
Debtors	11	23,684	15,155
Cash at bank and in hand		557,215	568,028
		<u>580,899</u>	<u>583,183</u>
Creditors: amounts falling due within one year	12	(74,734)	(56,252)
Net current assets		<u>506,165</u>	<u>526,931</u>
Total assets less current liabilities		<u>506,376</u>	<u>528,395</u>
Net assets excluding pension asset		<u>506,376</u>	<u>528,395</u>
Defined benefit pension scheme asset	19	24,000	23,000
Total net assets		<u><u>530,376</u></u>	<u><u>551,395</u></u>
Charity funds			
Restricted funds	13	946	946
Unrestricted funds	13	529,430	550,449
Total funds		<u><u>530,376</u></u>	<u><u>551,395</u></u>

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

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

The financial statements were approved and authorised for issue by the Trustees and signed on their behalf by:

Laurie Swan

.....
Laurie Swan

(Trustee)

Date: 7 December 2023

The notes on pages 14 to 30 form part of these financial statements.

CAMDEN COMMUNITY NURSERIES LIMITED
(A company limited by guarantee)

STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 31 MARCH 2023

	2023 £	2022 £
Cash flows from operating activities		
Net cash used in operating activities	(12,870)	(79,588)
Cash flows from investing activities		
Dividends, interests and rents from investments	2,057	66
Net cash provided by investing activities	2,057	66
Cash flows from financing activities		
Net cash provided by financing activities	-	-
Change in cash and cash equivalents in the year	(10,813)	(79,522)
Cash and cash equivalents at the beginning of the year	568,028	647,550
Cash and cash equivalents at the end of the year	557,215	568,028

The notes on pages 14 to 30 form part of these financial statements

CAMDEN COMMUNITY NURSERIES LIMITED**(A company limited by guarantee)****NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2023**

1. Accounting policies**1.1 Basis of preparation of financial statements**

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

Camden Community Nurseries Limited meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy.

1.2 Going concern

After making appropriate enquiries, the Trustees have a reasonable expectation that the charity has adequate resources to continue in operational existence for the next twelve months. For this reason they continue to adopt the going concern basis in preparing the financial statements.

1.3 Company status

The charity is a company limited by guarantee. The members of the company are the Trustees named on page 1. In the event of the charity being wound up, the liability in respect of the guarantee is limited to £1 per member of the charity.

1.4 Income

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

Grants are included in the Statement of financial activities on a receivable basis. The balance of income received for specific purposes but not expended during the period is shown in the relevant funds on the Balance sheet. Where income is received in advance of entitlement of receipt, its recognition is deferred and included in creditors as deferred income. Where entitlement occurs before income is received, the income is accrued.

Donated facilities are included at the value to the charity where this can be quantified and a third party is bearing the cost. No amounts are included in the financial statements for services donated by volunteers.

The principal sources of income for the charity are fees receivable which are recognised on an accruals basis and grants which are recognised on receipt unless there is a contractual arrangement to specify that the income relates to a specified period.

If donors specify that income must be used in future accounting periods or donors' conditions have not been fulfilled, then the income is deferred.

CAMDEN COMMUNITY NURSERIES LIMITED
(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2023

1. Accounting policies (continued)

1.5 Expenditure

Expenditure is recognised once there is a legal or constructive obligation to transfer economic benefit to a third party, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is classified by activity. The costs of each activity are made up of the total of direct costs and shared costs, including support costs involved in undertaking each activity.

Support costs are those costs incurred in a support or administrative role rather than those spent in directly delivering the organisation's principal charitable activity of providing nursery care.

Governance costs are those incurred in connection with compliance with constitutional and statutory requirements.

Costs of generating funds are costs incurred in attracting voluntary income, and those incurred in trading activities that raise funds.

Charitable activities and Governance costs are costs incurred on the charity's operations, including support costs and costs relating to the governance of the charity apportioned to charitable activities.

Expenditure on raising funds includes all expenditure incurred by the Company to raise funds for its charitable purposes and includes costs of all fundraising activities events and non-charitable trading.

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

All expenditure is inclusive of irrecoverable VAT.

1.6 Interest receivable

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

1.7 Tangible fixed assets and depreciation

Tangible fixed assets costing £1,000 or more are capitalised and recognised when future economic benefits are probable and the cost or value of the asset can be measured reliably.

Tangible fixed assets are initially recognised at cost. After recognition, under the cost model, tangible fixed assets are measured at cost less accumulated depreciation and any accumulated impairment losses. All costs incurred to bring a tangible fixed asset into its intended working condition should be included in the measurement of cost.

A review for impairment of a fixed asset is carried out if events or changes in circumstances indicate that the carrying value of any fixed asset may not be recoverable. Shortfalls between the carrying value of fixed assets and their recoverable amounts are recognised as impairments. Impairment losses are recognised in the Statement of financial activities incorporating income and expenditure account.

CAMDEN COMMUNITY NURSERIES LIMITED
(A company limited by guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2023**

1. Accounting policies (continued)

1.7 Tangible fixed assets and depreciation (continued)

Depreciation is charged so as to allocate the cost of tangible fixed assets less their residual value over their estimated useful lives, using the following bases:

Garden improvements	- 20% straight line
Fixtures and fittings	- 20% reducing balance
Computer equipment	- 33% straight line

1.8 Operating leases

Rentals under operating leases are shown in the Statement of financial activities for the Montpelier and Sington nurseries and printers. A donation in kind and an equivalent expense has been recognised in the accounts for the two properties, where there were signed agreements in place at 31 March 2020, to reflect the rent relief received from London Borough of Camden.

There is a draft lease under discussion for the Acol Nursery as at 31 March 2023.

Rentals under operating lease for printers are charged to the statement of financial activities on a straight line basis over the lease term.

1.9 Debtors

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

1.10 Cash at bank and in hand

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

1.11 Liabilities and provisions

Liabilities and provisions are recognised when there is an obligation at the Balance sheet date as a result of a past event, it is probable that a transfer of economic benefit will be required in settlement, and the amount of the settlement can be estimated reliably.

Liabilities are recognised at the amount that the Company anticipates it will pay to settle the debt or the amount it has received as advanced payments for the goods or services it must provide.

Provisions are measured at the best estimate of the amounts required to settle the obligation. Where the effect of the time value of money is material, the provision is based on the present value of those amounts, discounted at the pre-tax discount rate that reflects the risks specific to the liability. The unwinding of the discount is recognised within interest payable and similar charges.

CAMDEN COMMUNITY NURSERIES LIMITED

(A company limited by guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2023**

1. Accounting policies (continued)

1.12 Pensions

The Company operates a defined contribution pension scheme and the pension charge represents the amounts payable by the Company to the fund in respect of the year.

The charity operates a defined benefits pension scheme and the pension charge is based on a full actuarial valuation dated 31 March 2023.

In respect of this scheme the appointed actuaries have calculated the net present value of the future liabilities payable to the members of the scheme at the balance sheet date. Accordingly, a liability is reflected in the Balance sheet as at 31 March 2023 and 2022.

1.13 Fund accounting

General funds are unrestricted funds which are available for use at the discretion of the Trustees in furtherance of the general objectives of the Company and which have not been designated for other purposes.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors or which have been raised by the Company for particular purposes. The costs of raising and administering such funds are charged against the specific fund. The aim and use of each restricted fund is set out in the notes to the financial statements.

Investment income, gains and losses are allocated to the appropriate fund.

CAMDEN COMMUNITY NURSERIES LIMITED
(A company limited by guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2023**

2. Income from donations and legacies

	Restricted funds 2023 £	Unrestricted funds 2023 £	Total funds 2023 £
Grants			
LB of Camden - 2 yr old grant	16,889	-	16,889
Nursery Education (DfEE) - 3 yr old grant	184,299	-	184,299
LB of Camden - support workers	7,120	-	7,120
Furlough grant	-	-	-
Subtotal detailed disclosure	208,308	-	208,308
Donations	-	1,740	1,740
Subtotal	-	1,740	1,740
	208,308	1,740	210,048
	Restricted funds 2022 £	Unrestricted funds 2022 £	Total funds 2022 £
Grants			
LB of Camden - 2 yr old grant	21,750	-	21,750
Nursery Education (DfEE) - 3 yr old grant	190,915	-	190,915
LB of Camden - support workers	11,663	-	11,663
Furlough grant	-	1,470	1,470
Subtotal detailed disclosure	224,328	1,470	225,798
Donations	-	200	200
Subtotal	-	200	200
	224,328	1,670	225,998

CAMDEN COMMUNITY NURSERIES LIMITED
(A company limited by guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2023**

3. Income from charitable activities

	Unrestricted funds 2023 £	Total funds 2023 £
Fees receivable	859,984	859,984

	Unrestricted funds 2022 £	Total funds 2022 £
Fees receivable	746,024	746,024

4. Interest received

	Unrestricted funds 2023 £	Total funds 2023 £
Bank interest	2,057	2,057

	Unrestricted funds 2022 £	Total funds 2022 £
Bank interest	66	66

5. Analysis of expenditure on charitable activities

Summary by fund type

	Restricted funds 2023 £	Unrestricted funds 2023 £	Total 2023 £
Nursery costs	208,308	885,930	1,094,238

CAMDEN COMMUNITY NURSERIES LIMITED
(A company limited by guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2023**

5. Analysis of expenditure on charitable activities (continued)

Summary by fund type (continued)

	Restricted funds 2022 £	Unrestricted funds 2022 £	Total 2022 £
Nursery costs	226,528	829,749	1,056,277

6. Analysis of expenditure by activities

	Activities undertaken directly 2023 £	Support costs 2023 £	Total funds 2023 £
Nursery costs	1,014,826	79,412	1,094,238

	Activities undertaken directly 2022 £	Support costs 2022 £	Total funds 2022 £
Nursery costs	979,543	76,735	1,056,278

CAMDEN COMMUNITY NURSERIES LIMITED
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**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2023**

6. Analysis of expenditure by activities (continued)

Analysis of direct costs

	Total funds 2023 £	Total funds 2022 £
Staff costs (including agency staff)	837,781	801,078
Depreciation	1,253	1,321
Rent and services	19,388	19,600
Rates and property service charge	11,672	11,393
Light and heat	33,704	16,731
Repairs and maintenance	6,061	16,802
Insurance	4,178	4,685
Other building costs	17,281	22,290
Staff travel	109	-
Telephone	4,028	4,203
Other office costs	15,896	17,748
Food costs	34,897	31,187
Materials and toys	12,058	11,701
Recruitment and training	8,122	7,509
Other costs	8,398	12,295
Net interest cost on defined benefit scheme	-	1,000
	1,014,826	979,543

Analysis of support costs

	Total funds 2023 £	Total funds 2022 £
Staff costs	56,515	54,006
Professional fees	5,106	4,844
Agency staff	8,096	11,105
Governance costs (see note 7)	9,695	6,780
	79,412	76,735

CAMDEN COMMUNITY NURSERIES LIMITED
(A company limited by guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2023**

7. Governance costs

	2023 £	2022 £
Fees payable for the preparation and audit (2022 - independent examination) of the Company's annual accounts	7,200	4,050
Other governance costs:		
Other financial costs	1,518	1,557
Subscription and licence fees	977	1,173
	<u> </u>	<u> </u>

8. Staff costs - excluding agency staff

	2023 £	2022 £
Wages and salaries	764,284	772,031
Social security costs	48,054	46,394
Contribution to defined contribution pension schemes	31,794	32,437
	<u>844,132</u>	<u>850,862</u>

The average number of persons employed by the Company during the year was as follows:

	2023 No.	2022 No.
Number of administrative staff	2	2
Number of other staff	47	49
	<u>49</u>	<u>51</u>

No employee received remuneration amounting to more than £60,000 in either year.

The key management personnel comprise the Senior Manager and Finance Officer. The total employee benefits of these 2 key management personnel of the charity amounts to £72,082 (2022 - £68,833).

The average number of employees employed during the year were 49 (2022 - 51) comprising 22 full time and 27 part time employees (2022 - 20 full time, 31 part time).

9. Trustees' remuneration and expenses

During the year, no Trustees received any remuneration or other benefits (2022 - £NIL).

During the year ended 31 March 2023, no Trustee expenses have been incurred (2022 - £NIL).

CAMDEN COMMUNITY NURSERIES LIMITED
(A company limited by guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2023**

10. Tangible fixed assets

	Long-term leasehold property £	Fixtures and fittings £	Computer equipment £	Total £
Cost or valuation				
At 1 April 2022	27,610	4,727	1,110	33,447
At 31 March 2023	27,610	4,727	1,110	33,447
Depreciation				
At 1 April 2022	26,410	4,463	1,110	31,983
Charge for the year	1,200	53	-	1,253
At 31 March 2023	27,610	4,516	1,110	33,236
Net book value				
At 31 March 2023	-	211	-	211
At 31 March 2022	1,200	264	-	1,464

CAMDEN COMMUNITY NURSERIES LIMITED
(A company limited by guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2023**

11. Debtors

	2023	2022
	£	£
Due within one year		
Other debtors	19,275	11,473
Prepayments and accrued income	4,409	3,682
	<u>23,684</u>	<u>15,155</u>

12. Creditors: Amounts falling due within one year

	2023	2022
	£	£
Other creditors	30,348	28,491
Accruals and deferred income	44,386	27,761
	<u>74,734</u>	<u>56,252</u>

Nursery fees are invoiced in advance. Within accruals and deferred income shown above is £26,093 of deferred income, representing fees which will be released into income from 1 April (2022 - £20,777 in deferred income).

CAMDEN COMMUNITY NURSERIES LIMITED
(A company limited by guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2023**

13. Statement of funds

Statement of funds - current year

	Balance at 1 April 2022 £	Income £	Expenditure £	Gains/ (Losses) £	Balance at 31 March 2023 £
Unrestricted funds					
General Funds - all funds	550,449	864,127	(886,146)	(3,000)	525,430
Unallocated amounts	-	-	-	4,000	4,000
	<u>550,449</u>	<u>864,127</u>	<u>(886,146)</u>	<u>1,000</u>	<u>529,430</u>
Restricted funds					
LBC 2yr olds	-	16,889	(16,889)	-	-
NEF 3yr olds	-	184,299	(184,299)	-	-
LBC: support workers	-	7,120	(7,120)	-	-
Sustainability grant	946	-	-	-	946
	<u>946</u>	<u>208,308</u>	<u>(208,308)</u>	<u>-</u>	<u>946</u>
Total of funds	<u>551,395</u>	<u>1,072,435</u>	<u>(1,094,454)</u>	<u>1,000</u>	<u>530,376</u>

14. Summary of funds

Summary of funds - current year

	Balance at 1 April 2022 £	Income £	Expenditure £	Gains/ (Losses) £	Balance at 31 March 2023 £
General funds	550,449	864,127	(886,146)	1,000	529,430
Restricted funds	946	208,308	(208,308)	-	946
	<u>551,395</u>	<u>1,072,435</u>	<u>(1,094,454)</u>	<u>1,000</u>	<u>530,376</u>

CAMDEN COMMUNITY NURSERY LIMITED
(A company limited by guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2023**

15. Analysis of net assets between funds

Analysis of net assets between funds - current year

	Restricted funds 2023 £	Unrestricted funds 2023 £	Total funds 2023 £
Tangible fixed assets	-	211	211
Current assets	946	579,953	580,899
Creditors due within one year	-	(74,734)	(74,734)
Provisions for liabilities and charges	-	24,000	24,000
Total	<u>946</u>	<u>529,430</u>	<u>530,376</u>

Analysis of net assets between funds - prior year

	Restricted funds 2022 £	Unrestricted funds 2022 £	Total funds 2022 £
Tangible fixed assets	-	1,464	1,464
Current assets	946	582,237	583,183
Creditors due within one year	-	(56,252)	(56,252)
Provisions for liabilities and charges	-	23,000	23,000
Total	<u>946</u>	<u>550,449</u>	<u>551,395</u>

CAMDEN COMMUNITY NURSERIES LIMITED
(A company limited by guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2023**

16. Reconciliation of net movement in funds to net cash flow from operating activities

	2023 £	2022 £
Net expenditure for the year (as per Statement of Financial Activities)	(22,019)	(84,016)
Adjustments for:		
Depreciation charges	1,253	1,321
Dividends, interests and rents from investments	(2,057)	(66)
Decrease/(increase) in debtors	(8,529)	2,919
Increase/(decrease) in creditors	18,482	(746)
Increase in provision within expenditure on charitable activities	-	1,000
Net cash used in operating activities	(12,870)	(79,588)

17. Analysis of cash and cash equivalents

	2023 £	2022 £
Cash in hand	557,215	568,028
Total cash and cash equivalents	557,215	568,028

18. Analysis of changes in net debt

	At 1 April 2022 £	Cash flows £	At 31 March 2023 £
Cash at bank and in hand	568,028	(10,813)	557,215
	568,028	(10,813)	557,215

CAMDEN COMMUNITY NURSERIES LIMITED
(A company limited by guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2023**

19. Pension commitments

The charity operated a defined benefit scheme (DBS) which is now closed and operates a defined contribution scheme (DCS).

The DCS is operated by the Pensions Trust. The number of staff in the defined contribution scheme at the year end was 39 (2022 - 38)

The charity operated a defined benefit scheme, which is part of a multi-employer scheme operated by the Local Government Pension Scheme (LGPS), on behalf of Camden Community Nurseries.

The number of staff in the defined benefit scheme is 3 (2022 - 3).

FRS 102 Disclosure

The LGPS undertakes a triennial actuarial review to establish the value of the fund and if necessary adjust the contributions paid by employers accordingly.

The pension cost and net asset for the year ending 31 March 2023 are based on the advice of a professionally qualified actuary, Hymans Robertson LLP. The most recent formal valuation is dated 31 March 2023.

The Company operates a defined benefit pension scheme.

Principal actuarial assumptions at the Balance sheet date (expressed as weighted averages):

	At 31 March 2023 %	At 31 March 2022 %
Discount rate	4.75	2.7
Expected return on scheme assets	-3.8	7.0
Future salary increases	3.5	3.7
Future pension increases	3.0	3.3
	At 31 March 2023 Years	At 31 March 2022 Years
Mortality rates (in years)		
- for a male aged 65 now	21.5	21.8
- at 65 for a male aged 45 now	22.8	23.2
- for a female aged 65 now	24.9	24.1
- at 65 for a female aged 45 now	25.9	25.9

CAMDEN COMMUNITY NURSERIES LIMITED
(A company limited by guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2023**

19. Pension commitments (continued)

The major categories of scheme assets as a percentage of total scheme assets are as follows:

	At 31 March 2023 %	At 31 March 2022 %
Equities	59	63
Bonds	20	15
Property	17	15
Cash	4	7
	<u><u> </u></u>	<u><u> </u></u>

The Company's share of the assets in the scheme was:

	At 31 March 2023 £	At 31 March 2022 £
Total market value of assets	365,000	400,000
	<u><u> </u></u>	<u><u> </u></u>

The actual return on scheme assets was £10,000 (2022 - £7,000).

The amounts recognised in the Statement of financial activities are as follows:

Movements in the present value of the defined benefit obligation were as follows:

	2023 £
Opening defined benefit obligation	377,000
Interest cost	10,000
Actuarial gains	(22,000)
Benefits paid	(24,000)
Closing defined benefit obligation	<u><u>341,000</u></u>

CAMDEN COMMUNITY NURSERIES LIMITED
(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2023

19. Pension commitments (continued)

Movements in the fair value of the Company's share of scheme assets were as follows:

	2023 £
Opening fair value of scheme assets	400,000
Actuarial (losses)/gains	(21,000)
Net interest	10,000
Benefits paid	(24,000)
Closing fair value of scheme assets	365,000

20. Operating lease commitments

The charity is provided with the use of three properties by the London Borough of Camden, known as Sington, Montpelier and Acol nurseries.

There is a signed lease in place for the Montpelier and Sington nurseries. There is a draft lease under discussion for the Acol Nursery, however until such time as this is agreed and signed, no commitment is disclosed for this property.

In 2020, the charity signed an operating lease agreement in respect of four printers for the period of five years.

Accordingly, the commitments below detail the future minimum lease payments per these agreements.

At 31 March 2023 the total of the Charity's future minimum lease payments under operating leases as follows:

	2023 £	2022 £
Not later than 1 year	20,464	20,464
Later than 1 year and not later than 5 years	78,400	79,264
Later than 5 years	112,800	132,400
	211,664	232,128

Accounts

CAMDEN COMMUNITY NURSERIES LIMITED

(A company limited by guarantee)

UNAUDITED

TRUSTEES' REPORT AND FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2022

CAMDEN COMMUNITY NURSERIES LIMITED
(A company limited by guarantee)

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CAMDEN COMMUNITY NURSERIES LIMITED

(A company limited by guarantee)

**REFERENCE AND ADMINISTRATIVE DETAILS OF THE COMPANY, ITS TRUSTEES AND ADVISERS
FOR THE YEAR ENDED 31 MARCH 2022**

Trustees

Laurie Swan, Treasurer
Paul McGhee
Camilla Hollweck
James Smith, Co-chair
Isavella Theodosiou
Ghislaine Halpenny, Co-chair

Company registered number

02575796

Charity registered number

1002534

Registered office

16 Acol Road
London
NW6 3AG

Management team

Reanne Thompson, Senior Nursery Manager
Denize Bisset, Montpelier Nursery Manager
Maryum Akhtar, Montpelier Deputy Nursery Manager
Ramona Strattan, Sington and Acol Nursery Manager
Simon Oltean, Sington Deputy Nursery Manager
Jane McNally, Acol Deputy Nursery Manager

Independent auditors

Griffin Stone Moscrop & Co
Chartered Accountants
21-27 Lamb's Conduit Street
London
WC1N 3GS

CAMDEN COMMUNITY NURSERIES LIMITED

(A company limited by guarantee)

TRUSTEES' REPORT FOR THE YEAR ENDED 31 MARCH 2022

The Trustees, who are also directors of the charity for the purposes of the Companies Act, present their annual report together with the independently examined financial statements of Camden Community Nurseries Limited ("the charity") for the year ended 31 March 2022. The trustees confirm that the Annual report and financial statements of the charity comply with the current statutory requirements, the requirements of the charity's governing document and provisions of the Statement of Recommended Practice (SORP) "Accounting and Reporting by Charities" issued in March 2015.

Since the charity qualifies as small under section 383 of the Companies Act 2006, the strategic report required of medium and large companies under the Companies Act 2006 (strategic Report and Directors' Report) Regulations 2013 is not required.

Objectives and Activities

The charity's objective and principal activity is established as the advancement of the standard of education and care for pre-school children. This continues to be developed by Camden Community Nurseries (CCN) through adhering to the principles set out in the Early Years Foundation Stage and incorporating the seven areas of learning and development in the nurseries.

Our aim is to provide a community orientated nursery experience, which can be enjoyed by the children and parents alike, to as many beneficiaries as possible. Places are open to all, but targeted towards working parents, parents in further education, low-income families, refugee families, lone parent families and children with special needs.

CCN also supports students and unqualified staff to complete Early Years Education qualifications.

We strive to re-invest all proceeds from our charitable activities back into the charity whilst keeping mindful of ensuring the long term financial stability of the business.

CCN's primary source of income is fees charged for the provision of childcare in its nurseries. CCN uses a two tier fee structure to encourage a range of families to access high quality childcare. Additionally CCN continues to be part-funded by nursery education grants from the London Borough of Camden and occasionally other grant funders.

CCN does not undertake grant making activities, nor does it rely on contributions from volunteers.

Achievements and performance

The performance of the Charity for the financial year was not as good as originally forecast ending the year with a financial deficit of £84,016. Financially the charity strikes a balance between setting our fees at the lowest possible level for our disadvantaged beneficiaries and the need to maintain a financial buffer against future environmental changes. The financial year to 31 March 2022 was particularly difficult as support set up to assist businesses through the COVID crisis was no longer available however the after effects of the pandemic were still being widely felt by everyone including CCN.

Acol is our largest nursery with a total of 50 equivalent full time places. Montpelier has 24 places and Sington has 22. All nurseries continue to offer places for the 30-hour government funded childcare programme. In addition, all nurseries also offer places for the London Borough of Camden (LBC) funded 2 year old scheme.

At the year end the numbers of children on roll were as follows:

- Acol 47, including 5 on our lower income brackets and a further 9 receiving the additional 30-hour funding and 1 child on the 2 Year Old Scheme.
- Montpelier 18, including 2 on our lower income brackets, a further 3 receiving the additional 30-hour funding and 1 child on the 2 Year old Scheme.
- Sington 22, including 4 on our lowest income bracket and a further 2 receiving the additional 30-hour funding, 1 children on the 2 Year old Scheme and 1 SEN child with additional funding.

The average occupancy across CCN for the year to 31 March 2022 was 67% (2021: 54%), with average

CAMDEN COMMUNITY NURSERIES LIMITED**(A company limited by guarantee)****TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2022**

occupancy levels of 75% for Acol (2021: 54%), 62% for Montpelier (2021: 59%), and 63% for Sington (2021: 50%). All nurseries have a target occupancy level of 75%. The increase in occupancy for the year to 31 March 2022 reflects the fluctuations due to COVID-19 including changes of circumstances (such as working patterns) for parents. It should be noted that the levels of occupancy for the year are well below pre-pandemic levels and budget.

In normal times CCN generally has higher occupancy in the winter and spring, with lower occupancy levels in the summer and in the academic changeover period (September/October). We continue to work hard to increase occupancy through our communications activity, which includes community events organised through each of the nurseries.

All three of CCN's nurseries are currently rated 'Good' by Ofsted. The dates of the latest Ofsted inspections are as follows. Acol was inspected by Ofsted on 12 February 2019, Sington was inspected on 12 September 2018 and Montpelier was inspected on the 9 March 2018.

CCN has not undertaken any large-scale fundraising activities with all fundraising effectively suspended during the pandemic. CCN has only returned to run small scale fundraising in the financial year to 31 March 2022. Where nursery fundraising takes place at each nursery all funds generated are directly re-invested in the relevant nursery.

Financial Review

The Statement of Financial Activities shows income for the year of £972,845 and total expenditure of £1,056,861 resulting in net expenditure for the year of £84,016. Total reserves at the end of the March 2022 were £551,395, £550,449 being unrestricted funds.

Significant points to note on the Statement of Financial Activities are outlined below:

- Income from charitable activities, wholly derived from fees charged to parents, has increased by £202,937 from £543,087 to £746,024 due to higher levels of occupancy.
- Resources expended on charitable activities have increased by £116,556 to £1,058,277. This increase is due to a rise in direct costs of £116,556 from £939,721 principally resulting from higher salary costs, which is our most significant expense. Staff costs for the year to 31 March 2022 were £850,862, an increase of £50,915 from £799,947, reflecting higher staffing required in the post pandemic period, although COVID-19 is still impacting our occupancy.

CCN continues to experience financial pressures, caused by a number of factors (excluding COVID-19 issues covered separately), including:

- rent costs
- salary costs including pension and NI
- utilities
- an unchanged funding rate (last increased by 3p to £6.57 per hour in September 2019) as CCN provides childcare to parents on the basis of hours.

CAMDEN COMMUNITY NURSERIES LIMITED

(A company limited by guarantee)

TRUSTEES' REPORT (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2022

Principal Risks & Uncertainties facing the Charity

CCN's principal risks and strategies for mitigation are set out below:

Risk 1 - Loss of key personnel, including both staff and Trustees

This risk is mitigated by:

- Focus on staff development and regular training with internal promotion of staff where appropriate
- Each nursery has a staff association and regular staff meetings to allow staff feedback
- Trusted agency contacts are maintained by the Senior Manager
- Continuous recruitment of Trustees through parent meetings and CCN events

Risk 2 - External factors place increased financial strain on CCN, leading to going concern issues

This risk is mitigated by:

- Regular review of financial performance against budget
- Long term financial forecasting which informs decisions taken by trustees such as fee increases
- Ongoing monitoring of debt
- Maintaining levels of occupancy in excess of a minimum 70% with a target of 75% average over the year

Risk 3 - Reduction in occupancy, leading to reduction in income

This risk is mitigated by:

- Fees remain highly competitive through regular benchmarking exercise
- Focus on high quality childcare, including investment in staff
- Marketing and community events at each nursery

Risk 4 - Results of future Ofsted inspections impact reputation of CCN nurseries

This risk is mitigated by:

- All staff undergo regular training
- Safeguarding policy in place and regularly reviewed
- All staff DBS checked
- All buildings secure with door entry procedures
- Regular fire evacuation checks
- Crisis communication plan in place

Principal Funding Sources

CCN's primary source of income is fees charged for the provision of childcare in its nurseries. CCN uses a two-tier fee structure designed to enable a range of families to access quality childcare. As a not for profit organisation, CCN offers very competitive fee rates and discounted places for those on lower incomes.

CCN continues to receive nursery education grants from Camden Council and occasionally other grant funders. In particular the 2 year old funding scheme allows CCN to offer part time fully funded places to eligible 2 year olds. CCN also provides the universal funded places and the 30 hour places to eligible 3 & 4 year olds. It is important to note that this funding from the LBC results in lower fees being charged to the parents.

COVID-19 Impact & Assessment

Occupancy has been severely hit by the crisis not only due to enforced closures (prior year) but also parent circumstances and requirements have been changing. Throughout the year and since the year end occupancy continues to fluctuate more and has been harder to maintain.

As funding and government benefits have been removed the financial year to 31st March 2022 has been very difficult but CCN remains positive that we can continue to operate in the current climate.

CAMDEN COMMUNITY NURSERIES LIMITED

(A company limited by guarantee)

**TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2022**

Reserves policy & Going concern

The charity had net assets at the balance sheet date of £551,395 of which £946 are restricted (net assets of £603,411 at 31 March 2021). It is the policy for the Board to maintain a level of unrestricted reserves as a buffer against changes in the economic climate that might impact the donors and supporters of the charity.

The current financial year to 31 March 2022 has been very challenging. In conjunction with other nurseries CCN has struggled to recruit qualified staff and has had to deal with fluctuating occupancy. However, the Trustees consider the present level of reserves and funding committed to by third parties, is adequate to support the charity for at least twelve months.

Plans for the future

At the core of our future plans is our commitment to providing affordable nursery places to the local community and to be the first choice for parents in the local area. CCN will continue to promote the nurseries to maintain and increase occupancy. We intend to continue offering as many funded places (2 year old scheme, 30 hour funding and 15 hour universal funding) and lower income places as possible.

In order to do this we will perform a financial and strategic review of the business every 6 months. In particular, the Trustees will continue to review and benchmark fee levels to ensure that the right balance is found between providing value for money for parents and ensuring the financial sustainability of the charity. A fee rise of 10% was implemented from 1 September 2022. This was a significant rise which the board felt had to be made to allow for a pay rise and to deal with rising costs particularly energy costs. CCN gave the staff a 5% pay rise from 1 September 2022.

The Board continues to provide the strategic direction of the charity. The Board has an ongoing commitment to ensuring that CCN's fundraising, finance and accounting policies are in line with best practice, and to focussing business planning on supporting our vision and mission. We believe we have the skills and expertise within the team and Board of Trustees to fulfil this commitment.

CAMDEN COMMUNITY NURSERIES LIMITED

(A company limited by guarantee)

TRUSTEES' REPORT (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2022

Structure, Governance and Management

The charity is constituted as a company limited by guarantee and is therefore governed by a Memorandum and Articles of Association, and also registered with the Charity Commission. The Memorandum and Articles of Association were updated during the 2014/15 financial year and adopted by the Board of Trustees. No further revisions have taken place.

Method of appointment, induction and training of Trustees

All parents are offered membership and are invited to attend the AGM. Parents are advised about which Trustees are resigning, and are invited to consider standing for election as Trustees themselves, which they can do via an application process. The majority of Trustees are parents but the Board will also co-opt non-parent Trustees where appropriate giving due regard to the requirement for any specialist skills needed.

New trustees undergo an induction to brief them on their legal obligations under charity and company law, the content of the Memorandum and Articles of Association, the committee and decision-making processes, the business plan and the recent financial performance of the charity. Trustees are encouraged to consult a wide range of guidance available from relevant bodies such as the Charities Commission and undertake external training opportunities.

Organisation

In normal circumstances the Board meets bi-annually in person and quarterly by conference call. In addition specific meetings may be convened as deemed necessary. Since April 2020 the Board has been meeting via video conference call on a near monthly basis. We are not currently running sub-committees as all members of the Board need to be fully aware of all issues. Since the financial year end Board meetings are continuing to occur online but have reduced in frequency and are currently being held at least quarterly.

A Senior Nursery Manager has responsibility (as delegated by the Board) for the day-to-day operation of all three nurseries (Acol, Sington & Montpelier), which constitute Camden Community Nurseries (CCN). This includes operational expenditure, staff management and recruitment, as well as ensuring best practice across all three nurseries.

Each individual nursery has a Manager and Deputy Manager who report to the Senior Nursery Manager and are responsible for the early years' education within their nurseries and for the line management of the nursery staff. Day to day support is provided to the Senior Nursery Manager by three part time members of staff (Admin Officer, Marketing Officer and Finance Officer). Furthermore, the organisation has access to a pool of specialists for specific work on an ad hoc basis, for example on the strategic direction of CCN, fundraising and HR.

The Board is responsible for all strategic decision making including

- o setting the fee structure and levels
- o significant investment in any of the nurseries, such as garden re-development
- o pay rises for staff and pay levels of key management personnel

Public Benefit

We have referred to the Charity Commissions general guidance on public benefit when reviewing our aims and objectives and in planning our future services. In particular the board of trustees consider how our planned services will contribute to the aims and objectives they have set.

Audit exemption

The government have set the income threshold requiring an audit at £1,000,000. Under these rules CCN is only required to have its 31 March 2022 accounts independently examined. The Trustees have appointed the firm of auditors, GSM & Co, to perform the independent examination.

CAMDEN COMMUNITY NURSERIES LIMITED

(A company limited by guarantee)

**TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2022**

Trustees' responsibilities statement

The trustees (who are also the directors of Camden Community Nurseries Limited for the purposes of company law) are responsible for preparing the Trustees' Annual Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the Trustees to prepare financial statements for each financial year. Under company law must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the 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 accounting estimates that are reasonable and prudent;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in operation.

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 charitable 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.

Approved by order of the members of the board of Trustees and signed on their behalf by:



.....
Laurie Swan

(Trustee)

Date: 22 November 2022

CAMDEN COMMUNITY NURSERIES LIMITED

(A company limited by guarantee)

**INDEPENDENT EXAMINER'S REPORT
FOR THE YEAR ENDED 31 MARCH 2022**

Independent examiner's report to the Trustees of Camden Community Nurseries Limited ('the Company')

I report to the charity Trustees on my examination of the accounts of the Company for the year ended 31 March 2022.

Responsibilities and basis of report

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

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

Independent examiner's statement

Since the Company's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the 2011 Act. I confirm that I am qualified to undertake the examination because I am a member of ICAEW, which is one of the listed bodies.

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

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

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

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

Signed: *Richard Hill*

Dated: 30/11/2022

Richard Hill

FCA

Griffin Stone Moscrop & Co

Chartered Accountants
21-27 Lamb's Conduit Street
London
WC1N 3GS

CAMDEN COMMUNITY NURSERIES LIMITED**(A company limited by guarantee)****STATEMENT OF FINANCIAL ACTIVITIES (INCORPORATING INCOME AND EXPENDITURE ACCOUNT)
FOR THE YEAR ENDED 31 MARCH 2022**

	Note	Restricted funds 2022 £	Unrestricted funds 2022 £	Total funds 2022 £	Total funds 2021 £
Income from:					
Donations and legacies	2	224,328	1,670	225,998	403,616
Charitable activities	3	-	746,024	746,024	543,087
Fundraising activities		-	757	757	-
Investments	4	-	66	66	351
		<u>224,328</u>	<u>748,517</u>	<u>972,845</u>	<u>947,054</u>
Total income					
Expenditure on:					
Raising funds		-	584	584	516
Charitable activities	5	226,528	829,749	1,056,277	939,721
		<u>226,528</u>	<u>830,333</u>	<u>1,056,861</u>	<u>940,237</u>
Total expenditure					
Net movement in funds before other recognised gains		(2,200)	(81,816)	(84,016)	6,817
Other recognised gains:					
Actuarial gains on defined benefit pension schemes	19	-	32,000	32,000	51,000
		<u>(2,200)</u>	<u>(49,816)</u>	<u>(52,016)</u>	<u>57,817</u>
Net movement in funds					
Reconciliation of funds:					
Total funds brought forward		3,146	600,265	603,411	545,594
Net movement in funds		(2,200)	(49,816)	(52,016)	57,817
		<u>946</u>	<u>550,449</u>	<u>551,395</u>	<u>603,411</u>
Total funds carried forward					

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

The notes on pages 13 to 30 form part of these financial statements.

CAMDEN COMMUNITY NURSERIES LIMITED**(A company limited by guarantee)****REGISTERED NUMBER: 02575796****BALANCE SHEET
AS AT 31 MARCH 2022**

	Note	2022 £	2021 £
Fixed assets			
Tangible assets	10	1,464	2,785
		<u>1,464</u>	<u>2,785</u>
Current assets			
Debtors	11	15,155	18,074
Cash at bank and in hand		568,028	647,550
		<u>583,183</u>	<u>665,624</u>
Creditors: amounts falling due within one year	12	(56,252)	(56,998)
Net current assets		<u>526,931</u>	<u>608,626</u>
Total assets less current liabilities		<u>528,395</u>	<u>611,411</u>
Net assets excluding pension asset / liability		<u>528,395</u>	<u>611,411</u>
Defined benefit pension scheme asset / liability	19	23,000	(8,000)
Total net assets		<u><u>551,395</u></u>	<u><u>603,411</u></u>
Charity funds			
Restricted funds	13	946	3,146
Unrestricted funds	13	550,449	600,265
Total funds		<u><u>551,395</u></u>	<u><u>603,411</u></u>

CAMDEN COMMUNITY NURSERIES LIMITED

(A company limited by guarantee)

BALANCE SHEET (CONTINUED)

AS AT 31 MARCH 2022

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

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

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

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

The financial statements were approved and authorised for issue by the Trustees and signed on their behalf by:



.....
Laurie Swan

(Trustee)

Date: 22 November 2022

The notes on pages 13 to 30 form part of these financial statements.

CAMDEN COMMUNITY NURSERIES LIMITED
(A company limited by guarantee)

STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 31 MARCH 2022

	2022 £	2021 £
Cash flows from operating activities		
Net cash used in operating activities	(79,588)	7,592
Cash flows from investing activities		
Dividends, interests and rents from investments	66	351
Net cash provided by investing activities	66	351
Cash flows from financing activities		
Net cash provided by financing activities	-	-
Change in cash and cash equivalents in the year	(79,522)	7,943
Cash and cash equivalents at the beginning of the year	647,550	639,607
Cash and cash equivalents at the end of the year	568,028	647,550

The notes on pages 13 to 30 form part of these financial statements

CAMDEN COMMUNITY NURSERIES LIMITED
(A company limited by guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2022**

1. Accounting policies

1.1 Basis of preparation of financial statements

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

Camden Community Nurseries Limited meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy.

1.2 Going concern

After making appropriate enquiries, the Trustees have a reasonable expectation that the charity has adequate resources to continue in operational existence for the next twelve months. For this reason they continue to adopt the going concern basis in preparing the financial statements.

1.3 Company status

The charity is a company limited by guarantee. The members of the company are the Trustees named on page 1. In the event of the charity being wound up, the liability in respect of the guarantee is limited to £1 per member of the charity.

1.4 Income

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

Grants are included in the Statement of financial activities on a receivable basis. The balance of income received for specific purposes but not expended during the period is shown in the relevant funds on the Balance sheet. Where income is received in advance of entitlement of receipt, its recognition is deferred and included in creditors as deferred income. Where entitlement occurs before income is received, the income is accrued.

Donated facilities are included at the value to the charity where this can be quantified and a third party is bearing the cost. No amounts are included in the financial statements for services donated by volunteers.

The principal sources of income for the charity are fees receivable which are recognised on an accruals basis and grants which are recognised on receipt unless there is a contractual arrangement to specify that the income relates to a specified period.

If donors specify that income must be used in future accounting periods or donors' conditions have not been fulfilled, then the income is deferred.

CAMDEN COMMUNITY NURSERIES LIMITED
(A company limited by guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2022**

1. Accounting policies (continued)

1.5 Expenditure

Expenditure is recognised once there is a legal or constructive obligation to transfer economic benefit to a third party, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is classified by activity. The costs of each activity are made up of the total of direct costs and shared costs, including support costs involved in undertaking each activity.

Support costs are those costs incurred in a support or administrative role rather than those spent in directly delivering the organisation's principal charitable activity of providing nursery care.

Governance costs are those incurred in connection with compliance with constitutional and statutory requirements.

Costs of generating funds are costs incurred in attracting voluntary income, and those incurred in trading activities that raise funds.

Charitable activities and Governance costs are costs incurred on the charity's operations, including support costs and costs relating to the governance of the charity apportioned to charitable activities.

All expenditure is inclusive of irrecoverable VAT.

1.6 Interest receivable

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

1.7 Tangible fixed assets and depreciation

Tangible fixed assets costing £1,000 or more are capitalised and recognised when future economic benefits are probable and the cost or value of the asset can be measured reliably.

Tangible fixed assets are initially recognised at cost. After recognition, under the cost model, tangible fixed assets are measured at cost less accumulated depreciation and any accumulated impairment losses. All costs incurred to bring a tangible fixed asset into its intended working condition should be included in the measurement of cost.

A review for impairment of a fixed asset is carried out if events or changes in circumstances indicate that the carrying value of any fixed asset may not be recoverable. Shortfalls between the carrying value of fixed assets and their recoverable amounts are recognised as impairments. Impairment losses are recognised in the Statement of financial activities incorporating income and expenditure account.

Depreciation is charged so as to allocate the cost of tangible fixed assets less their residual value over their estimated useful lives, using the following bases:

Garden improvements	- 20% straight line
Fixtures and fittings	- 20% reducing balance
Computer equipment	- 33% straight line

CAMDEN COMMUNITY NURSERIES LIMITED
(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2022

1. Accounting policies (continued)

1.8 Operating leases

Rentals under operating leases are shown in the Statement of financial activities for the Montpelier and Sington nurseries and printers. A donation in kind and an equivalent expense has been recognised in the accounts for the two properties, where there were signed agreements in place at 31 March 2020, to reflect the rent relief received from London Borough of Camden.

There is a draft lease under discussion for the Acol Nursery as at 31 March 2022.

Rentals under operating lease for printers are charged to the statement of financial activities on a straight line basis over the lease term.

1.9 Debtors

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

1.10 Cash at bank and in hand

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

1.11 Liabilities and provisions

Liabilities and provisions are recognised when there is an obligation at the Balance sheet date as a result of a past event, it is probable that a transfer of economic benefit will be required in settlement, and the amount of the settlement can be estimated reliably.

Liabilities are recognised at the amount that the Company anticipates it will pay to settle the debt or the amount it has received as advanced payments for the goods or services it must provide.

Provisions are measured at the best estimate of the amounts required to settle the obligation. Where the effect of the time value of money is material, the provision is based on the present value of those amounts, discounted at the pre-tax discount rate that reflects the risks specific to the liability. The unwinding of the discount is recognised within interest payable and similar charges.

CAMDEN COMMUNITY NURSERIES LIMITED
(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2022

1. Accounting policies (continued)

1.12 Pensions

The Company operates a defined contribution pension scheme and the pension charge represents the amounts payable by the Company to the fund in respect of the year.

The charity operates a defined benefits pension scheme and the pension charge is based on a full actuarial valuation dated 31 March 2022.

In respect of this scheme the appointed actuaries have calculated the net present value of the future liabilities payable to the members of the scheme at the balance sheet date. Accordingly, a liability is reflected in the Balance sheet as at 31 March 2022 and 2021.

1.13 Fund accounting

General funds are unrestricted funds which are available for use at the discretion of the Trustees in furtherance of the general objectives of the Company and which have not been designated for other purposes.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors or which have been raised by the Company for particular purposes. The costs of raising and administering such funds are charged against the specific fund. The aim and use of each restricted fund is set out in the notes to the financial statements.

Investment income, gains and losses are allocated to the appropriate fund.

CAMDEN COMMUNITY NURSERIES LIMITED
(A company limited by guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2022**

2. Income from donations and legacies

	Restricted funds 2022 £	Unrestricted funds 2022 £	Total funds 2022 £
Grants			
LB of Camden - 2 yr old grant	21,750	-	21,750
Nursery Education (DfEE) - 3 yr old grant	190,915	-	190,915
LB of Camden - support workers	11,663	-	11,663
Furlough grant	-	1,470	1,470
Subtotal detailed disclosure	224,328	1,470	225,798
Donations	-	200	200
Subtotal	-	200	200
	224,328	1,670	225,998

	Restricted funds 2021 £	Unrestricted funds 2021 £	Total funds 2021 £
Grants			
LB of Camden - 2 yr old grant	46,537	-	46,537
Nursery Education (DfEE) - 3 yr old grant	293,181	-	293,181
LB of Camden - support workers	15,040	-	15,040
Furlough grant	-	45,805	45,805
Subtotal detailed disclosure	354,758	45,805	400,563
Donations	-	3,053	3,053
Grants	-	-	-
Subtotal	-	3,053	3,053
	354,758	48,858	403,616

CAMDEN COMMUNITY NURSERIES LIMITED
(A company limited by guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2022**

3. Income from charitable activities

	Unrestricted funds 2022 £	Total funds 2022 £
Fees receivable	746,024	746,024

	Unrestricted funds 2021 £	Total funds 2021 £
Fees receivable	543,087	543,087

4. Interest received

	Unrestricted funds 2022 £	Total funds 2022 £
Bank interest	66	66

	Unrestricted funds 2021 £	Total funds 2021 £
Bank interest	342	342
Other interest	9	9
	<u>351</u>	<u>351</u>

CAMDEN COMMUNITY NURSERIES LIMITED
(A company limited by guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2022**

5. Analysis of expenditure on charitable activities

Summary by fund type

	Restricted funds 2022 £	Unrestricted funds 2022 £	Total funds 2022 £
Nursery costs	226,528	829,749	1,056,277

	Restricted funds 2021 £	Unrestricted funds 2021 £	Total funds 2021 £
Nursery costs	355,163	584,558	939,721

6. Analysis of expenditure by activities

	Activities undertaken directly 2022 £	Support costs 2022 £	Total funds 2022 £
Nursery costs	979,543	76,735	1,056,278

	Activities undertaken directly 2021 £	Support costs 2021 £	Total funds 2021 £
Nursery costs	870,086	69,635	939,721

CAMDEN COMMUNITY NURSERIES LIMITED**(A company limited by guarantee)****NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2022****6. Analysis of expenditure by activities (continued)****Analysis of direct costs**

	Nursery costs 2022 £	Total funds 2022 £
Staff costs	796,856	796,856
Depreciation	1,321	1,321
Rent and services	19,600	19,600
Rates and property service charge	11,393	11,393
Light and heat	16,731	16,731
Repairs and maintenance	16,802	16,802
Insurance	4,683	4,683
Other building costs	22,290	22,290
Telephone	4,204	4,204
Other office costs	17,748	17,748
Food costs	31,187	31,187
Materials and toys	11,701	11,701
Recruitment and training	7,509	7,509
Agency staff cover	4,223	4,223
Other costs	12,295	12,295
Net interest cost on defined benefit scheme	1,000	1,000
	979,543	979,543

CAMDEN COMMUNITY NURSERIES LIMITED**(A company limited by guarantee)****NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2022****6. Analysis of expenditure by activities (continued)****Analysis of direct costs (continued)**

	Nursery costs 2021 £	Total funds 2021 £
Staff costs	748,009	748,009
Depreciation	1,341	1,341
Rent and services	12,086	12,086
Rates and property service charge	1,416	1,416
Light and heat	15,542	15,542
Repairs and maintenance	8,435	8,435
Insurance	4,477	4,477
Other building costs	6,542	6,542
Staff travel	36	36
Telephone	5,352	5,352
Other office costs	17,658	17,658
Food costs	24,355	24,355
Materials and toys	7,377	7,377
Recruitment and training	4,290	4,290
Other costs	11,170	11,170
Net interest cost on defined benefit scheme	2,000	2,000
	<u>870,086</u>	<u>870,086</u>

CAMDEN COMMUNITY NURSERIES LIMITED
(A company limited by guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2022**

6. Analysis of expenditure by activities (continued)

Analysis of support costs

	Nursery costs 2022 £	Total funds 2022 £
Staff costs	54,006	54,006
Professional fees	4,844	4,844
Agency staff	11,105	11,105
Governance costs (see note 7)	6,780	6,780
	<u>76,735</u>	<u>76,735</u>

	Nursery costs 2021 £	Total funds 2021 £
Staff costs	51,938	51,938
Professional fees	4,674	4,674
Agency staff	7,383	7,383
Governance costs (see note 7)	5,640	5,640
	<u>69,635</u>	<u>69,635</u>

7. Governance costs

	2022 £	2021 £
Fees payable for the independent examination of the Company's annual accounts	4,050	3,360
Other governance costs:		
Other financial costs	1,557	1,011
Subscription and licence fees	1,173	1,269
	<u>1,173</u>	<u>1,269</u>

CAMDEN COMMUNITY NURSERY LIMITED
(A company limited by guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2022**

8. Staff costs

	2022	2021
	£	£
Wages and salaries	772,031	726,832
Social security costs	46,394	42,791
Contribution to defined contribution pension schemes	32,437	30,324
	<u>850,862</u>	<u>799,947</u>

The average number of persons employed by the Company during the year was as follows:

	2022	2021
	No.	No.
Number of administrative staff	2	2
Number of other staff	49	47
	<u>51</u>	<u>49</u>

No employee received remuneration amounting to more than £60,000 in either year.

The key management personnel comprise the Senior Manager and Finance Officer. The total employee benefits of these 2 key management personnel of the charity amounts to £68,833 (2021 - £70,701).

The average number of employees employed during the year were 51 (2021 - 49) comprising 20 full time and 31 part time employees (2021 - 22 full time, 27 part time).

9. Trustees' remuneration and expenses

During the year, no Trustees received any remuneration or other benefits (2021 - £NIL).

During the year ended 31 March 2022, no Trustee expenses have been incurred (2021 - £NIL).

CAMDEN COMMUNITY NURSERIES LIMITED
(A company limited by guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2022**

10. Tangible fixed assets

	Long-term leasehold property £	Fixtures and fittings £	Computer equipment £	Total £
Cost or valuation				
At 1 April 2021	27,610	4,727	1,110	33,447
At 31 March 2022	27,610	4,727	1,110	33,447
Depreciation				
At 1 April 2021	25,150	4,402	1,110	30,662
Charge for the year	1,260	61	-	1,321
At 31 March 2022	26,410	4,463	1,110	31,983
Net book value				
At 31 March 2022	1,200	264	-	1,464
At 31 March 2021	2,460	325	-	2,785

CAMDEN COMMUNITY NURSERIES LIMITED
(A company limited by guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2022**

11. Debtors

	2022 £	2021 £
Due within one year		
Other debtors	11,473	13,637
Prepayments and accrued income	3,682	4,437
	<u>15,155</u>	<u>18,074</u>

12. Creditors: Amounts falling due within one year

	2022 £	2021 £
Other creditors	28,491	24,431
Accruals and deferred income	27,761	32,567
	<u>56,252</u>	<u>56,998</u>

13. Statement of funds

Statement of funds - current year

	Balance at 1 April 2021 £	Income £	Expenditure £	Gains/ (Losses) £	Balance at 31 March 2022 £
Unrestricted funds					
General Funds - all funds	600,265	748,517	(830,333)	32,000	550,449
Restricted funds					
LBC 2yr olds	-	21,750	(21,750)	-	-
NEF 3yr olds	-	190,915	(190,915)	-	-
LBC: support workers	-	11,663	(11,663)	-	-
Sustainability grant	3,146	-	(2,200)	-	946
	<u>3,146</u>	<u>224,328</u>	<u>(226,528)</u>	<u>-</u>	<u>946</u>
Total of funds	<u>603,411</u>	<u>972,845</u>	<u>(1,056,861)</u>	<u>32,000</u>	<u>551,395</u>

CAMDEN COMMUNITY NURSERIES LIMITED
(A company limited by guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2022**

14. Summary of funds

Summary of funds - current year

	Balance at 1 April 2021 £	Income £	Expenditure £	Gains/ (Losses) £	Balance at 31 March 2022 £
General funds	600,265	748,517	(830,333)	32,000	550,449
Restricted funds	3,146	224,328	(226,528)	-	946
	<u>603,411</u>	<u>972,845</u>	<u>(1,056,861)</u>	<u>32,000</u>	<u>551,395</u>

15. Analysis of net assets between funds

Analysis of net assets between funds - current year

	Restricted funds 2022 £	Unrestricted funds 2022 £	Total funds 2022 £
Tangible fixed assets	-	1,464	1,464
Current assets	946	582,237	583,183
Creditors due within one year	-	(56,252)	(56,252)
Provisions for liabilities and charges	-	23,000	23,000
Total	<u>946</u>	<u>550,449</u>	<u>551,395</u>

Analysis of net assets between funds - prior year

	Restricted funds 2021 £	Unrestricted funds 2021 £	Total funds 2021 £
Tangible fixed assets	-	2,785	2,785
Current assets	3,146	662,478	665,624
Creditors due within one year	-	(56,998)	(56,998)
Provisions for liabilities and charges	-	(8,000)	(8,000)
Total	<u>3,146</u>	<u>600,265</u>	<u>603,411</u>

CAMDEN COMMUNITY NURSERIES LIMITED
(A company limited by guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2022**

16. Reconciliation of net movement in funds to net cash flow from operating activities

	2022 £	2021 £
Net income/expenditure for the year (as per Statement of Financial Activities)	(84,016)	6,817
Adjustments for:		
Depreciation charges	1,321	1,342
Dividends, interests and rents from investments	(66)	(351)
Decrease/(increase) in debtors	2,919	(4,354)
Increase/(decrease) in creditors	(746)	4,138
Increase in provision within expenditure on charitable activities	1,000	-
Net cash provided by/(used in) operating activities	(79,588)	7,592

17. Analysis of cash and cash equivalents

	2022 £	2021 £
Cash in hand	568,028	647,550
Total cash and cash equivalents	568,028	647,550

18. Analysis of changes in net debt

	At 1 April 2021 £	Cash flows £	At 31 March 2022 £
Cash at bank and in hand	647,550	(79,522)	568,028
	647,550	(79,522)	568,028

CAMDEN COMMUNITY NURSERIES LIMITED
(A company limited by guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2022**

19. Pension commitments

The charity operated a defined benefit scheme (DBS) which is now closed and operates a defined contribution scheme (DCS).

The DCS is operated by the Pensions Trust. The number of staff in the defined contribution scheme at the year end was 38 (2021 - 35)

The charity operated a defined benefit scheme, which is part of a multi-employer scheme operated by the Local Government Pension Scheme (LGPS), on behalf of Camden Community Nurseries.

The number of staff in the defined benefit scheme is 3 (2021 - 3).

FRS 102 Disclosure

The LGPS undertakes a triennial actuarial review to establish the value of the fund and if necessary adjust the contributions paid by employers accordingly.

The pension cost and provision for the year ending 31 March 2022 are based on the advice of a professionally qualified actuary, Hymans Robertson LLP. The most recent formal valuation is dated 31 March 2022.

The Company operates a defined benefit pension scheme.

Principal actuarial assumptions at the Balance sheet date (expressed as weighted averages):

	At 31 March 2022 %	At 31 March 2021 %
Discount rate	2.7	1.95
Expected return on scheme assets	7.0	31.0
Future salary increases	3.7	3.25
Future pension increases	3.3	2.85
	At 31 March 2022 Years	At 31 March 2021 Years
Mortality rates (in years)		
- for a male aged 65 now	21.8	22
- at 65 for a male aged 45 now	23.2	23.4
- for a female aged 65 now	24.1	24.3
- at 65 for a female aged 45 now	25.9	26.1

CAMDEN COMMUNITY NURSERIES LIMITED
(A company limited by guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2022**

19. Pension commitments (continued)

The major categories of scheme assets as a percentage of total scheme assets are as follows:

	2022 %	2021 %
Equities	63	80
Bonds	15	9
Property	15	8
Cash	7	3
	<u>7</u>	<u>3</u>

The Company's share of the assets in the scheme was:

	At 31 March 2022 £	At 31 March 2021 £
Total market value of assets	400,000	396,000
	<u>400,000</u>	<u>396,000</u>

The actual return on scheme assets was £7,000 (2021 - £7,000).

The amounts recognised in the Statement of financial activities are as follows:

Movements in the present value of the defined benefit obligation were as follows:

	2022 £
Opening defined benefit obligation	404,000
Interest cost	8,000
Actuarial (gains)/losses	(12,000)
Benefits paid	(23,000)
Closing defined benefit obligation	<u>377,000</u>

CAMDEN COMMUNITY NURSERIES LIMITED
(A company limited by guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2022**

19. Pension commitments (continued)

Movements in the fair value of the Company's share of scheme assets were as follows:

	2022 £
Opening fair value of scheme assets	396,000
Actuarial gains	20,000
Net interest	8,000
Expected return on assets	(1,000)
Benefits paid	(23,000)
Closing fair value of scheme assets	400,000

20. Operating lease commitments

The charity is provided with the use of three properties by the London Borough of Camden, known as Sington, Montpelier and Acol nurseries.

There is a signed lease in place for the Montpelier and Sington nurseries. There is a draft lease under discussion for the Acol Nursery, however until such time as this is agreed and signed, no commitment is disclosed for this property.

In 2020, the charity signed an operating lease agreement in respect of four printers for the period of five years.

Accordingly, the commitments below detail the future minimum lease payments per these agreements.

At 31 March 2022 the total of the Charity's future minimum lease payments under operating leases as follows:

	2022 £	2021 £
Not later than 1 year	20,464	20,464
Later than 1 year and not later than 5 years	79,264	80,128
Later than 5 years	132,400	152,000
	232,128	252,592

CAMDEN COMMUNITY NURSERIES LIMITED

England & Wales - Charity number 1002534

Accounts

CAMDEN COMMUNITY NURSERIES LIMITED

(A company limited by guarantee)

UNAUDITED

TRUSTEES' REPORT AND FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2021

CAMDEN COMMUNITY NURSERIES LIMITED
(A company limited by guarantee)

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CAMDEN COMMUNITY NURSERIES LIMITED

(A company limited by guarantee)

**REFERENCE AND ADMINISTRATIVE DETAILS OF THE COMPANY, ITS TRUSTEES AND ADVISERS
FOR THE YEAR ENDED 31 MARCH 2021**

Trustees

Laurie Swan, Treasurer
Paul McGhee (appointed 10 November 2020)
Camilla Hollweck, Chair
James Smith
Isavella Theodosiou
Ghislaine Halpenny (appointed 14 January 2021)

Company registered number

02575796

Charity registered number

1002534

Registered office

16 Acol Road
London
NW6 3AG

Management team

Reanne Thompson, Senior Nursery Manager
Denize Bisset, Montpelier Nursery Manager
Shasee Gurung, Montpelier Deputy Nursery Manager
Elzbieta Boukhari-Filali, Sington Nursery Manager
Ramona Strattan, Acol Nursery Manager
Jane McNally, Acol Deputy Nursery Manager

Independent auditors

Griffin Stone Moscrop & Co
Chartered Accountants
21-27 Lamb's Conduit Street
London
WC1N 3GS

CAMDEN COMMUNITY NURSERIES LIMITED

(A company limited by guarantee)

TRUSTEES' REPORT FOR THE YEAR ENDED 31 MARCH 2021

The Trustees, who are also directors of the charity for the purposes of the Companies Act, present their annual report together with the independently examined financial statements of Camden Community Nurseries Limited ("the charity") for the year ended 31 March 2021. The trustees confirm that the Annual report and financial statements of the charity comply with the current statutory requirements, the requirements of the charity's governing document and provisions of the Statement of Recommended Practice (SORP) "Accounting and Reporting by Charities" issued in March 2015.

Since the charity qualifies as small under section 383 of the Companies Act 2006, the strategic report required of medium and large companies under the Companies Act 2006 (strategic Report and Directors' Report) Regulations 2013 is not required.

Objectives and Activities

The charity's objective and principal activity is established as the advancement of the standard of education and care for pre-school children. This continues to be developed by Camden Community Nurseries (CCN) through adhering to the principles set out in the Early Years Foundation Stage and incorporating the seven areas of learning and development in the nurseries.

Our aim is to provide a community orientated nursery experience, which can be enjoyed by the children and parents alike, to as many beneficiaries as possible. Places are open to all, but targeted towards working parents, parents in further education, low-income families, refugee families, lone parent families and children with special needs.

CCN also supports students and unqualified staff to complete Early Years Education qualifications.

We strive to re-invest all proceeds from our charitable activities back into the charity whilst keeping mindful of ensuring the long term financial stability of the business.

CCN's primary source of income is fees charged for the provision of childcare in its nurseries. CCN uses a two tier fee structure to encourage a range of families to access high quality childcare. Additionally CCN continues to be part-funded by nursery education grants from the London Borough of Camden and occasionally other grant funders.

CCN does not undertake grant making activities, nor does it rely on contributions from volunteers.

Achievements and performance

The performance of the Charity for the financial year was better than forecast ending the year with a financial surplus of £6,817 (excluding an actuarial gain on the defined benefit pension scheme, of £51,000). Financially the charity strikes a balance between setting our fees at the lowest possible level for our disadvantaged beneficiaries and the need to maintain a financial buffer against future environmental changes.

Acol is our largest nursery with a total of 50 equivalent full time places. Montpelier has 24 places and Sington has 22. All nurseries continue to offer places for the 30-hour government funded childcare programme. In addition, all nurseries also offer places for the London Borough of Camden (LBC) funded 2 year old scheme.

At the year end the numbers of children on roll were as follows:

- Acol 44, including 2 on our lower income brackets and a further 10 receiving the additional 30-hour funding
- Montpelier 27, including 5 on our lower income brackets, a further 5 receiving the additional 30-hour funding and 0 children on the 2 Year old Scheme.
- Sington 27, including 9 on our lowest income bracket and a further 8 receiving the additional 30-hour funding and 5 children on the 2 Year old Scheme.

The average occupancy across CCN for the year to 31 March 2021 was 54% (2020: 82%), with average occupancy levels of 54% for Acol (2020: 83%), 59% for Montpelier (2020: 88%), and 50% for Sington (2019: 74%). All nurseries have a target occupancy level of 75%. The decrease in occupancy for the year to 31 March 2021 reflects the closures and fluctuations due to COVID-19 including changes of circumstances (such as

CAMDEN COMMUNITY NURSERIES LIMITED**(A company limited by guarantee)****TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2021**

working patterns) for parents.

In normal times CCN generally has higher occupancy in the winter and spring, with lower occupancy levels in the summer and in the academic changeover period (September/October). We continue to work hard to increase occupancy through our communications activity, which includes community events organised through each of the nurseries.

All three of CCN's nurseries are currently rated 'Good' by Ofsted. The dates of the latest Ofsted inspections are as follows. Acol was inspected by Ofsted on 12 February 2019, Sington was inspected on 12 September 2018 and Montpelier was inspected on the 9 March 2018.

CCN has not undertaken any large-scale fundraising activities with all fundraising effectively suspended during the pandemic. CCN has only returned to run small scale fundraising in the financial year to 31 March 2022. Where nursery fundraising takes place at each nursery all funds generated are directly re-invested in the relevant nursery. During the year each nursery raised funds as follows, Acol £0 (2020: £390), Montpelier £0 (2019: £806) and Sington £0 (2020: £205).

Financial Review

The Statement of Financial Activities shows income for the year of £947,054 and total expenditure of £940,237 resulting in a net income for the year of £6,817. Total reserves at the end of the March 2021 were £603,411, £598,265 being unrestricted funds.

Significant points to note on the Statement of Financial Activities are outlined below:

- Income from charitable activities, wholly derived from fees charged to parents, has decreased by £340,618 from £883,705 to £543,087 due to lower levels of occupancy caused by the COVID19 closures and restrictions.
- Resources expended on charitable activities have decreased by £170,535 to £939,721. This decrease is due to a fall in direct costs of £163,728 from £1,033,814 principally resulting from lower salary costs, which is our most significant expense. Direct staff costs (including agency staff) for the year to 31st March 2021 were £748,009, a decrease of £103,420 from £851,429, reflecting lower staffing required during closure periods arising due to COVID-19 and consequent impact on occupancy. Our other variable costs such as food were also reduced due to lower occupancy.

CCN continues to experience financial pressures, caused by a number of factors (excluding COVID-19 issues covered separately), including:

- rent costs (rent relief previously at 45%, from LBC ceased as of 1st January 2020)
- salary costs, in particular increasing rates to attract high quality qualified staff
- pension deficit contributions, currently at £0 although the impact of COVID-19 has yet to be quantified for our pension obligations
- changes in funding rates as CCN provides childcare to parents on the basis of hours.

CAMDEN COMMUNITY NURSERIES LIMITED
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TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2021

Principal Risks & Uncertainties facing the Charity

CCN's principal risks and strategies for mitigation are set out below:

Risk 1 - Loss of key personnel, including both staff and Trustees

This risk is mitigated by:

- Focus on staff development and regular training with internal promotion of staff where appropriate
- Each nursery has a staff association and regular staff meetings to allow staff feedback
- Trusted agency contacts are maintained by the Senior Manager
- Continuous recruitment of Trustees through parent meetings and CCN events

Risk 2 - External factors place increased financial strain on CCN, leading to going concern issues

This risk is mitigated by:

- Regular review of financial performance against budget
- Long term financial forecasting which informs decisions taken by trustees such as fee increases
- Ongoing monitoring of debt
- Maintaining levels of occupancy with a target of 75% average over the year

Risk 3 - Reduction in occupancy, leading to reduction in income

This risk is mitigated by:

- Fees remain highly competitive through regular benchmarking exercise
- Focus on high quality childcare, including investment in staff
- Marketing and community events at each nursery

Risk 4 - Results of future Ofsted inspections impact reputation of CCN nurseries

This risk is mitigated by:

- All staff undergo regular training
- Safeguarding policy in place and regularly reviewed
- All staff DBS checked
- All buildings secure with door entry procedures
- Regular fire evacuation checks
- Crisis communication plan in place

Principal Funding Sources

CCN's primary source of income is fees charged for the provision of childcare in its nurseries. CCN uses a two-tier fee structure designed to enable a range of families to access quality childcare. As a not for profit organisation, CCN offers very competitive fee rates and discounted places for those on lower incomes.

CCN continues to receive nursery education grants from Camden Council and occasionally other grant funders. In particular the 2 year old funding scheme allows CCN to offer part time fully funded places to eligible 2 year olds. CCN also provides the universal funded places and the 30 hour places to eligible 3 & 4 year olds. It is important to note that this funding from the LBC results in lower fees being charged to the parents.

COVID-19 Impact & Assessment

In accordance with government guidance CCN was required to close all the nurseries to non key worker/vulnerable children as of 23rd March 2020. The Board decided to keep Montpelier nursery open to provide care for our key worker children and children who were classified as vulnerable. Acol and Sington nurseries were closed. Whilst keeping open one nursery was very difficult, due to rapidly changing circumstances and consequent guidance as well as being a financial burden, the Board felt it was important to our ethos to maintain a service in the community.

In the first instance all CCN staff not working at Montpelier attempted to work from home where possible by providing parents with guidance on nursery activities, maintaining contact with their key children and completing training. However, from May CCN utilised the furlough scheme and placed 18 members of staff on furlough. The

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TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2021

remaining staff either worked at Montpelier or continued to work from home (principally management and admin staff). This was phased down monthly and by 1st September 2020 all staff had returned to work.

From 1st June 2020 CCN was allowed to re-open the nurseries under strict guidelines. These guidelines allowed approximately 50% capacity in a 'bubble' structure which curtailed mixing of staff and children. The Board decided to continue to operate 1 'bubble' in Montpelier and open 3 'bubbles' in Acol, which included a bubble of Sington children. In July Sington children returned to the Sington site and Acol opened a further bubble. By 1st July 2020 we were able to offer all parents who wanted places at least some childcare.

Occupancy has been severely hit by the crisis not only due to enforced closures but also parent circumstances and requirements have been changing. Furthermore, the introduction of new children to the nurseries had to be done very slowly in the early re-opening phases. Since the year end occupancy continues to fluctuate more and has been harder to maintain.

In the 2019/2020 summer term CCN still received our funding for 3&4 year olds as well as 2 year olds on the LBC scheme. Additionally parents were asked to contribute 50% of fees in April, no fees in May and only fees for childcare received from June onwards. Our costs have remained high principally because of the number of staff required to operate safely and in accordance with government guidance. However we have received a number of government benefits including furlough funding, reduced rent costs and no business rates for 2020. This enabled CCN to continue operating throughout the pandemic, offering childcare to as many children as possible and not making any redundancies.

As funding and government benefits have reduced CCN expects that the following financial year to 31st March 2022 will continue to be difficult, but CCN remains positive that we can continue to operate in the current climate.

Reserves policy & Going concern

The charity had net assets at the balance sheet date of £603,411 of which £3,146 are restricted (net assets of £545,594 at 31 March 2020). It is the policy for the Board to maintain a level of unrestricted reserves as a buffer against changes in the economic climate that might impact the donors and supporters of the charity.

The current financial year to 31 March 2022 has been very challenging. In conjunction with other nurseries CCN has struggled to recruit qualified staff and has had to deal with fluctuating occupancy. However, the Trustees consider the present level of reserves and funding committed to by third parties, is adequate to support the charity for at least twelve months.

Plans for the future

At the core of our future plans is our commitment to providing affordable nursery places to the local community and to be the first choice for parents in the local area. CCN will continue to promote the nurseries to maintain and increase occupancy. We intend to continue offering as many funded places (2 year old scheme, 30 hour funding and 15 hour universal funding) and lower income places as possible.

In order to do this we will perform a financial and strategic review of the business every 6 months. In particular, the Trustees will continue to review and benchmark fee levels to ensure that the right balance is found between providing value for money for parents and ensuring the financial sustainability of the charity. A fee rise of 5% was implemented from 1st September 2021 and this allowed CCN to give the staff a 3% pay rise from 1st October 2021. At the same time CCN moved to a two-tier fee structure (previously three) to enable CCN to continue offering places at the lowest possible levels.

The Board continues to provide the strategic direction of the charity. The Board has an ongoing commitment to ensuring that CCN's fundraising, finance and accounting policies are in line with best practice, and to focussing business planning on supporting our vision and mission. We believe we have the skills and expertise within the team and Board of Trustees to fulfil this commitment.

CAMDEN COMMUNITY NURSERIES LIMITED

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TRUSTEES' REPORT (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2021

Structure, Governance and Management

The charity is constituted as a company limited by guarantee and is therefore governed by a Memorandum and Articles of Association, and also registered with the Charity Commission. The Memorandum and Articles of Association were updated during the 2014/15 financial year and adopted by the Board of Trustees. No further revisions have taken place.

Method of appointment, induction and training of Trustees

All parents are offered membership and are invited to attend the AGM. Parents are advised about which Trustees are resigning, and are invited to consider standing for election as Trustees themselves, which they can do via an application process. The majority of Trustees are parents but the Board will also co-opt non-parent Trustees where appropriate giving due regard to the requirement for any specialist skills needed.

New trustees undergo an induction to brief them on their legal obligations under charity and company law, the content of the Memorandum and Articles of Association, the committee and decision-making processes, the business plan and the recent financial performance of the charity. Trustees are encouraged to consult a wide range of guidance available from relevant bodies such as the Charities Commission and undertake external training opportunities.

Organisation

In normal circumstances the Board meets bi-annually in person and quarterly by conference call. In addition specific meetings may be convened as deemed necessary. Since April 2020 the Board has been meeting via video conference call on a near monthly basis. We are not currently running sub-committees as all members of the Board need to be fully aware of all issues. Since the financial year end Board meetings are continuing to occur online but have reduced in frequency and are currently being held at least quarterly.

A Senior Nursery Manager has responsibility (as delegated by the Board) for the day-to-day operation of all three nurseries (Acol, Sington & Montpelier), which constitute Camden Community Nurseries (CCN). This includes operational expenditure, staff management and recruitment, as well as ensuring best practice across all three nurseries.

Each individual nursery has a Manager and Deputy Manager who report to the Senior Nursery Manager and are responsible for the early years' education within their nurseries and for the line management of the nursery staff. Day to day support is provided to the Senior Nursery Manager by three part time members of staff (Admin Officer, Marketing Officer and Finance Officer). Furthermore, the organisation has access to a pool of specialists for specific work on an ad hoc basis, for example on the strategic direction of CCN, fundraising and HR.

The Board is responsible for all strategic decision making including

- o setting the fee structure and levels
- o significant investment in any of the nurseries, such as garden re-development
- o pay rises for staff and pay levels of key management personnel

Public Benefit

We have referred to the Charity Commissions general guidance on public benefit when reviewing our aims and objectives and in planning our future services. In particular the board of trustees consider how our planned services will contribute to the aims and objectives they have set.

Audit exemption

The government have set the income threshold requiring an audit at £1,000,000. Under these rules CCN is only required to have its 31 March 2021 accounts independently examined. The Trustees have appointed the firm of auditors, GSM & Co, to perform the independent examination.

CAMDEN COMMUNITY NURSERIES LIMITED

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**TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2021**

Trustees' responsibilities statement

The trustees (who are also the directors of Camden Community Nurseries Limited for the purposes of company law) are responsible for preparing the Trustees' Annual Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the Trustees to prepare financial statements for each financial year. Under company law must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the 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 accounting estimates that are reasonable and prudent;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in operation.

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 charitable 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.

Approved by order of the members of the board of Trustees and signed on their behalf by:

Laurie Swan

.....
Laurie Swan

(Trustee)

Date: 30/11/2021

CAMDEN COMMUNITY NURSERIES LIMITED
(A company limited by guarantee)

INDEPENDENT EXAMINER'S REPORT
FOR THE YEAR ENDED 31 MARCH 2021

Independent examiner's report to the Trustees of Camden Community Nurseries Limited ('the Company')

I report to the charity Trustees on my examination of the accounts of the Company for the year ended 31 March 2021.

Responsibilities and basis of report

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

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

Independent examiner's statement

Since the Company's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the 2011 Act. I confirm that I am qualified to undertake the examination because I am a member of ICAEW, which is one of the listed bodies.

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

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

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

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

Richard Hill

Signed:

Dated: 30/11/2021

Richard Hill

FCA

Griffin Stone Moscrop & Co

Chartered Accountants

21-27 Lamb's Conduit Street

London

WC1N 3GS

CAMDEN COMMUNITY NURSERIES LIMITED**(A company limited by guarantee)****STATEMENT OF FINANCIAL ACTIVITIES (INCORPORATING INCOME AND EXPENDITURE ACCOUNT)
FOR THE YEAR ENDED 31 MARCH 2021**

	Note	Restricted funds 2021 £	Unrestricted funds 2021 £	Total funds 2021 £	Total funds 2020 £
Income from:					
Donations and legacies	2	354,758	48,858	403,616	323,565
Charitable activities	3	-	543,087	543,087	883,705
Other trading activities	4	-	-	-	1,395
Investments	5	-	351	351	1,275
		354,758	592,296	947,054	1,209,940
Total income					
Expenditure on:					
Raising funds		-	516	516	791
Charitable activities	6	355,163	584,558	939,721	1,110,256
		355,163	585,074	940,237	1,111,047
Total expenditure					
Net movement in funds before other recognised gains/(losses)		(405)	7,222	6,817	98,893
Other recognised gains/(losses):					
Actuarial gains/(losses) on defined benefit pension schemes	20	-	51,000	51,000	(41,000)
		(405)	58,222	57,817	57,893
Net movement in funds					
Reconciliation of funds:					
Total funds brought forward		3,551	542,043	545,594	487,701
Net movement in funds		(405)	58,222	57,817	57,893
		3,146	600,265	603,411	545,594
Total funds carried forward					

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

The notes on pages 13 to 31 form part of these financial statements.

CAMDEN COMMUNITY NURSERIES LIMITED**(A company limited by guarantee)****REGISTERED NUMBER: 02575796****BALANCE SHEET
AS AT 31 MARCH 2021**

	Note	2021 £	2020 £
Fixed assets			
Tangible assets	11	2,785	4,126
		<u>2,785</u>	<u>4,126</u>
Current assets			
Debtors	12	18,074	13,720
Cash at bank and in hand		647,550	639,607
		<u>665,624</u>	<u>653,327</u>
Creditors: amounts falling due within one year	13	(56,998)	(54,859)
Net current assets		<u>608,626</u>	<u>598,468</u>
Total assets less current liabilities		<u>611,411</u>	<u>602,594</u>
Net assets excluding pension liability		<u>611,411</u>	<u>602,594</u>
Defined benefit pension scheme liability	20	(8,000)	(57,000)
Total net assets		<u><u>603,411</u></u>	<u><u>545,594</u></u>
Charity funds			
Restricted funds	14	3,146	3,551
Unrestricted funds	14	600,265	542,043
Total funds		<u><u>603,411</u></u>	<u><u>545,594</u></u>

CAMDEN COMMUNITY NURSERIES LIMITED

(A company limited by guarantee)

BALANCE SHEET (CONTINUED)

AS AT 31 MARCH 2021

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

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

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

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

The financial statements were approved and authorised for issue by the Trustees and signed on their behalf by:

Laurie Swan

.....
Laurie Swan

(Trustee)

Date: 30/11/2021

The notes on pages 13 to 31 form part of these financial statements.

CAMDEN COMMUNITY NURSERIES LIMITED
(A company limited by guarantee)

STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 31 MARCH 2021

	2021 £	2020 £
Cash flows from operating activities		
Net cash used in operating activities	7,592	88,513
Cash flows from investing activities		
Dividends, interests and rents from investments	351	1,275
Proceeds from the sale of intangible assets	-	(3,000)
Net cash provided by/(used in) investing activities	351	(1,725)
Cash flows from financing activities		
Net cash provided by financing activities	-	-
Change in cash and cash equivalents in the year	7,943	86,788
Cash and cash equivalents at the beginning of the year	639,607	552,819
Cash and cash equivalents at the end of the year	647,550	639,607

The notes on pages 13 to 31 form part of these financial statements

CAMDEN COMMUNITY NURSERIES LIMITED
(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2021

1. Accounting policies

1.1 Basis of preparation of financial statements

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

Camden Community Nurseries Limited meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy.

1.2 Going concern

After making appropriate enquiries, the Trustees have a reasonable expectation that the charity has adequate resources to continue in operational existence for the next twelve months. For this reason they continue to adopt the going concern basis in preparing the financial statements.

1.3 Company status

The charity is a company limited by guarantee. The members of the company are the Trustees named on page 1. In the event of the charity being wound up, the liability in respect of the guarantee is limited to £1 per member of the charity.

1.4 Income

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

Grants are included in the Statement of financial activities on a receivable basis. The balance of income received for specific purposes but not expended during the period is shown in the relevant funds on the Balance sheet. Where income is received in advance of entitlement of receipt, its recognition is deferred and included in creditors as deferred income. Where entitlement occurs before income is received, the income is accrued.

Donated facilities are included at the value to the charity where this can be quantified and a third party is bearing the cost. No amounts are included in the financial statements for services donated by volunteers.

The principal sources of income for the charity are fees receivable which are recognised on an accruals basis and grants which are recognised on receipt unless there is a contractual arrangement to specify that the income relates to a specified period.

If donors specify that income must be used in future accounting periods or donors' conditions have not been fulfilled, then the income is deferred.

CAMDEN COMMUNITY NURSERIES LIMITED
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**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2021**

1. Accounting policies (continued)

1.5 Expenditure

Expenditure is recognised once there is a legal or constructive obligation to transfer economic benefit to a third party, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is classified by activity. The costs of each activity are made up of the total of direct costs and shared costs, including support costs involved in undertaking each activity.

Support costs are those costs incurred in a support or administrative role rather than those spent in directly delivering the organisation's principal charitable activity of providing nursery care.

Governance costs are those incurred in connection with compliance with constitutional and statutory requirements.

Costs of generating funds are costs incurred in attracting voluntary income, and those incurred in trading activities that raise funds.

Charitable activities and Governance costs are costs incurred on the charity's operations, including support costs and costs relating to the governance of the charity apportioned to charitable activities.

All expenditure is inclusive of irrecoverable VAT.

1.6 Interest receivable

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

1.7 Tangible fixed assets and depreciation

Tangible fixed assets costing £1,000 or more are capitalised and recognised when future economic benefits are probable and the cost or value of the asset can be measured reliably.

Tangible fixed assets are initially recognised at cost. After recognition, under the cost model, tangible fixed assets are measured at cost less accumulated depreciation and any accumulated impairment losses. All costs incurred to bring a tangible fixed asset into its intended working condition should be included in the measurement of cost.

A review for impairment of a fixed asset is carried out if events or changes in circumstances indicate that the carrying value of any fixed asset may not be recoverable. Shortfalls between the carrying value of fixed assets and their recoverable amounts are recognised as impairments. Impairment losses are recognised in the Statement of financial activities incorporating income and expenditure account.

Depreciation is charged so as to allocate the cost of tangible fixed assets less their residual value over their estimated useful lives, using the following bases:

Garden improvements	- 20% straight line
Fixtures and fittings	- 20% reducing balance
Computer equipment	- 33% straight line

CAMDEN COMMUNITY NURSERIES LIMITED**(A company limited by guarantee)****NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2021**

1. Accounting policies (continued)**1.8 Operating leases**

Rentals under operating leases are shown in the Statement of financial activities for the Montpelier and Sington nurseries and printers. A donation in kind and an equivalent expense has been recognised in the accounts for the two properties, where there were signed agreements in place at 31 March 2020, to reflect the rent relief received from London Borough of Camden.

There is a draft lease under discussion for the Acol Nursery as at 31 March 2021.

Rentals under operating lease for printers are charged to the statement of financial activities on a straight line basis over the lease term.

1.9 Debtors

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

1.10 Cash at bank and in hand

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

1.11 Liabilities and provisions

Liabilities and provisions are recognised when there is an obligation at the Balance sheet date as a result of a past event, it is probable that a transfer of economic benefit will be required in settlement, and the amount of the settlement can be estimated reliably.

Liabilities are recognised at the amount that the Company anticipates it will pay to settle the debt or the amount it has received as advanced payments for the goods or services it must provide.

Provisions are measured at the best estimate of the amounts required to settle the obligation. Where the effect of the time value of money is material, the provision is based on the present value of those amounts, discounted at the pre-tax discount rate that reflects the risks specific to the liability. The unwinding of the discount is recognised within interest payable and similar charges.

CAMDEN COMMUNITY NURSERIES LIMITED
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NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2021

1. Accounting policies (continued)

1.12 Pensions

The Company operates a defined contribution pension scheme and the pension charge represents the amounts payable by the Company to the fund in respect of the year.

The charity operates a defined benefits pension scheme and the pension charge is based on a full actuarial valuation dated 31 March 2021.

In respect of this scheme the appointed actuaries have calculated the net present value of the future liabilities payable to the members of the scheme at the balance sheet date. Accordingly, a liability is reflected in the Balance sheet as at 31 March 2021 and 2020.

1.13 Fund accounting

General funds are unrestricted funds which are available for use at the discretion of the Trustees in furtherance of the general objectives of the Company and which have not been designated for other purposes.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors or which have been raised by the Company for particular purposes. The costs of raising and administering such funds are charged against the specific fund. The aim and use of each restricted fund is set out in the notes to the financial statements.

Investment income, gains and losses are allocated to the appropriate fund.

CAMDEN COMMUNITY NURSERIES LIMITED
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**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2021**

2. Income from donations and legacies

	Restricted funds 2021 £	Unrestricted funds 2021 £	Total funds 2021 £
Grants			
LB of Camden - 2 yr old grant	46,537	-	46,537
Nursery Education (DfEE) - 3 yr old grant	293,181	-	293,181
LB of Camden - support workers	15,040	-	15,040
Furlough grant	-	45,805	45,805
Subtotal detailed disclosure	354,758	45,805	400,563
Donations	-	3,053	3,053
Grants	-	-	-
Subtotal	-	3,053	3,053
	354,758	48,858	403,616
	Restricted funds 2020 £	Unrestricted funds 2020 £	Total funds 2020 £
Grants			
LB of Camden - 2 yr old grant	30,618	-	30,618
Nursery Education (DfEE) - 3 yr old grant	275,354	-	275,354
LB of Camden - support workers	8,140	-	8,140
Disability Access Funding	615	-	615
Subtotal detailed disclosure	314,727	-	314,727
Donations	-	8,838	8,838
Grants	-	-	-
Subtotal	-	8,838	8,838
	314,727	8,838	323,565

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**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2021**

3. Income from charitable activities

	Unrestricted funds 2021 £	Total funds 2021 £
Fees receivable	543,087	543,087

	Unrestricted funds 2020 £	Total funds 2020 £
Fees receivable	883,705	883,705

4. Income from other trading activities

Income from fundraising events

		Total funds 2021 £
	Unrestricted funds 2020 £	Total funds 2020 £
Fundraising	1,395	1,395

CAMDEN COMMUNITY NURSERIES LIMITED
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**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2021**

5. Interest received

	Unrestricted funds 2021 £	Total funds 2021 £
Bank interest	342	342
Other interest	9	9
	<u>351</u>	<u>351</u>
	<u><u>351</u></u>	<u><u>351</u></u>
	Unrestricted funds 2020 £	Total funds 2020 £
Bank interest	1,231	1,231
Other interest	44	44
	<u>1,275</u>	<u>1,275</u>
	<u><u>1,275</u></u>	<u><u>1,275</u></u>

6. Analysis of expenditure on charitable activities

Summary by fund type

	Restricted funds 2021 £	Unrestricted funds 2021 £	Total funds 2021 £
Nursery costs	<u>355,163</u>	<u>584,558</u>	<u>939,721</u>
	<u><u>355,163</u></u>	<u><u>584,558</u></u>	<u><u>939,721</u></u>
	Restricted funds 2020 £	Unrestricted funds 2020 £	Total funds 2020 £
Nursery costs	<u>314,322</u>	<u>795,934</u>	<u>1,110,256</u>
	<u><u>314,322</u></u>	<u><u>795,934</u></u>	<u><u>1,110,256</u></u>

CAMDEN COMMUNITY NURSERIES LIMITED
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NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2021

7. Analysis of expenditure by activities

	Activities undertaken directly 2021 £	Support costs 2021 £	Total funds 2021 £
Nursery costs	870,086	69,635	939,721
	<u> </u>	<u> </u>	<u> </u>

	Activities undertaken directly 2020 £	Support costs 2020 £	Total funds 2020 £
Nursery costs	1,033,814	76,442	1,110,256
	<u> </u>	<u> </u>	<u> </u>

CAMDEN COMMUNITY NURSERIES LIMITED**(A company limited by guarantee)****NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2021****7. Analysis of expenditure by activities (continued)****Analysis of direct costs**

	Nursery costs 2021 £	Total funds 2021 £
Staff costs	748,009	748,009
Depreciation	1,341	1,341
Rent and services	12,086	12,086
Rates and property service charge	1,416	1,416
Light and heat	15,542	15,542
Repairs and maintenance	8,435	8,435
Insurance	4,477	4,477
Other building costs	6,542	6,542
Staff travel	36	36
Telephone	5,352	5,352
Other office costs	17,658	17,658
Food costs	24,355	24,355
Materials and toys	7,377	7,377
Recruitment and training	4,290	4,290
Other costs	11,170	11,170
Net interest cost on defined benefit scheme	2,000	2,000
	870,086	870,086

CAMDEN COMMUNITY NURSERIES LIMITED
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NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2021

7. Analysis of expenditure by activities (continued)

Analysis of direct costs (continued)

	Nursery costs 2020 £	Total funds 2020 £
Staff costs	816,310	816,310
Depreciation	1,362	1,362
Rent and services	19,737	19,737
Rates and property service charge	12,375	12,375
Light and heat	16,467	16,467
Repairs and maintenance	14,321	14,321
Insurance	4,811	4,811
Other building costs	19,724	19,724
Telephone	4,855	4,855
Other office costs	14,440	14,440
Food costs	35,147	35,147
Materials and toys	17,232	17,232
Recruitment and training	12,507	12,507
Agency staff	35,119	35,119
Other costs	9,407	9,407
	<u>1,033,814</u>	<u>1,033,814</u>

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**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2021**

7. Analysis of expenditure by activities (continued)

Analysis of support costs

	Nursery costs 2021 £	Total funds 2021 £
Staff costs	51,938	51,938
Professional fees	4,674	4,674
Agency staff	7,383	7,383
Governance costs (see note 8)	5,641	5,641
	<u>69,636</u>	<u>69,636</u>

	Nursery costs 2020 £	Total funds 2020 £
Staff costs	50,112	50,112
Professional fees	4,569	4,569
Agency staff	9,764	9,764
Governance costs (see note 8)	11,997	11,997
	<u>76,442</u>	<u>76,442</u>

8. Governance costs

	2021 £	2020 £
Fees payable for the independent examination (audit 2020) of the Company's annual accounts	3,360	5,820
Other governance costs:		
Legal and professional fees	-	1,680
Other financial costs	1,012	3,158
Subscription and licence fees	1,269	1,339
	<u>1,269</u>	<u>1,339</u>

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**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2021**

9. Staff costs

	2021	2020
	£	£
Wages and salaries	726,832	782,011
Social security costs	42,791	48,353
Contribution to defined contribution pension schemes	30,324	36,058
	<u>799,947</u>	<u>866,422</u>

The average number of persons employed by the Company during the year was as follows:

	2021	2020
	No.	No.
Number of administrative staff	2	2
Number of other staff	47	50
	<u>49</u>	<u>52</u>

No employee received remuneration amounting to more than £60,000 in either year.

The key management personnel comprise the Senior Manager and Finance Officer. The total employee benefits of these 2 key management personnel of the charity amounts to £70,701 (2020 - £69,554).

The average number of employees employed during the year were 49 (2020 - 52) comprising 22 full time and 27 part time employees (2020 - 21 full time, 31 part time).

10. Trustees' remuneration and expenses

During the year, no Trustees received any remuneration or other benefits (2020 - £NIL).

During the year ended 31 March 2021, no Trustee expenses have been incurred (2020 - £NIL).

CAMDEN COMMUNITY NURSERY LIMITED
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**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2021**

11. Tangible fixed assets

	Long-term leasehold property £	Fixtures and fittings £	Computer equipment £	Total £
Cost or valuation				
At 1 April 2020	27,610	4,727	1,110	33,447
At 31 March 2021	27,610	4,727	1,110	33,447
Depreciation				
At 1 April 2020	23,890	4,321	1,110	29,321
Charge for the year	1,260	81	-	1,341
At 31 March 2021	25,150	4,402	1,110	30,662
Net book value				
At 31 March 2021	2,460	325	-	2,785
At 31 March 2020	3,720	406	-	4,126

CAMDEN COMMUNITY NURSERIES LIMITED
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**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2021**

12. Debtors

	2021 £	2020 £
Due within one year		
Other debtors	13,637	9,278
Prepayments and accrued income	4,437	4,442
	<u>18,074</u>	<u>13,720</u>

13. Creditors: Amounts falling due within one year

	2021 £	2020 £
Other creditors	24,431	25,477
Accruals and deferred income	32,567	29,382
	<u>56,998</u>	<u>54,859</u>

14. Statement of funds

Statement of funds - current year

	Balance at 1 April 2020 £	Income £	Expenditure £	Gains/ (Losses) £	Balance at 31 March 2021 £
Unrestricted funds					
General Funds - all funds	542,043	592,296	(585,074)	51,000	600,265
Restricted funds					
LBC 2yr olds	-	46,537	(46,537)	-	-
NEF 3yr olds	-	293,181	(293,181)	-	-
LBC: support workers	-	15,040	(15,040)	-	-
Sustainability grant	3,146	-	-	-	3,146
Disability Access Funding	405	-	(405)	-	-
	<u>3,551</u>	<u>354,758</u>	<u>(355,163)</u>	<u>-</u>	<u>3,146</u>
Total of funds	<u>545,594</u>	<u>947,054</u>	<u>(940,237)</u>	<u>51,000</u>	<u>603,411</u>

CAMDEN COMMUNITY NURSERIES LIMITED
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**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2021**

15. Summary of funds

Summary of funds - current year

	Balance at 1 April 2020 £	Income £	Expenditure £	Gains/ (Losses) £	Balance at 31 March 2021 £
General funds	542,043	592,296	(585,074)	51,000	600,265
Restricted funds	3,551	354,758	(355,163)	-	3,146
	<u>545,594</u>	<u>947,054</u>	<u>(940,237)</u>	<u>51,000</u>	<u>603,411</u>

16. Analysis of net assets between funds

Analysis of net assets between funds - current year

	Restricted funds 2021 £	Unrestricted funds 2021 £	Total funds 2021 £
Tangible fixed assets	-	2,785	2,785
Current assets	3,146	662,478	665,624
Creditors due within one year	-	(56,998)	(56,998)
Provisions for liabilities and charges	-	(8,000)	(8,000)
Total	<u>3,146</u>	<u>600,265</u>	<u>603,411</u>

Analysis of net assets between funds - prior year

	Endowment funds 2020 £	Restricted funds 2020 £	Unrestricted funds 2020 £	Total funds 2020 £
Tangible fixed assets	(1)	-	4,127	4,126
Current assets	-	3,551	649,775	653,326
Creditors due within one year	-	-	(54,859)	(54,859)
Provisions for liabilities and charges	-	-	(57,000)	(57,000)
Total	<u>(1)</u>	<u>3,551</u>	<u>542,043</u>	<u>545,593</u>

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**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2021**

17. Reconciliation of net movement in funds to net cash flow from operating activities

	2021 £	2020 £
Net income for the year (as per Statement of Financial Activities)	6,817	98,893
Adjustments for:		
Depreciation charges	1,342	1,362
Dividends, interests and rents from investments	(351)	(1,275)
Decrease/(increase) in debtors	(4,354)	2,966
Increase/(decrease) in creditors	4,138	(13,433)
Net cash provided by operating activities	7,592	88,513

18. Analysis of cash and cash equivalents

	2021 £	2020 £
Cash in hand	647,550	639,607
Total cash and cash equivalents	647,550	639,607

19. Analysis of changes in net debt

	At 1 April 2020 £	Cash flows £	At 31 March 2021 £
Cash at bank and in hand	639,607	7,943	647,550
	639,607	7,943	647,550

20. Pension commitments

The charity operated a defined benefit scheme (DBS) which is now closed and operates a defined contribution scheme (DCS).

The DCS is operated by the Pensions Trust. The number of staff in the defined contribution scheme at the year end was 35 (2020 - 46)

The charity operated a defined benefit scheme, which is part of a multi-employer scheme operated by the Local Government Pension Scheme (LGPS), on behalf of Camden Community Nurseries.

CAMDEN COMMUNITY NURSERIES LIMITED
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**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2021**

20. Pension commitments (continued)

The number of staff in the defined benefit scheme is 3 (2020 - 3).

FRS 102 Disclosure

The LGPS undertakes a triennial actuarial review to establish the value of the fund and if necessary adjust the contributions paid by employers accordingly.

The pension cost and provision for the year ending 31 March 2021 are based on the advice of a professionally qualified actuary, Hymans Robertson LLP. The most recent formal valuation is dated 31 March 2021.

The Company operates a defined benefit pension scheme.

Principal actuarial assumptions at the Balance sheet date (expressed as weighted averages):

	At 31 March 2021 %	At 31 March 2020 %
Discount rate	1.95	2.30
Expected return on scheme assets	31.0	-6.80
Future salary increases	3.25	2.40
Future pension increases	2.85	2.00
	<u><u> </u></u>	<u><u> </u></u>

The major categories of scheme assets as a percentage of total scheme assets are as follows:

	2021 %	2020 %
Equities	80	76
Bonds	9	11
Property	8	12
Cash	3	1
	<u><u> </u></u>	<u><u> </u></u>

The Company's share of the assets in the scheme was:

	At 31 March 2021 £	At 31 March 2020 £
Total market value of assets	396,000	336,000
	<u><u> </u></u>	<u><u> </u></u>

The actual return on scheme assets was £7,000 (2020 - £10,000).

CAMDEN COMMUNITY NURSERY LIMITED
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NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2021

20. Pension commitments (continued)

The amounts recognised in the Statement of financial activities are as follows:

Movements in the present value of the defined benefit obligation were as follows:

	2021 £
Opening defined benefit obligation	393,000
Interest cost	9,000
Actuarial losses/(gains)	41,000
Benefits paid	(39,000)
Closing defined benefit obligation	404,000

Movements in the fair value of the Company's share of scheme assets were as follows:

	2021 £
Opening fair value of scheme assets	336,000
Actuarial gains/(losses)	92,000
Net interest	9,000
Expected return on assets	(2,000)
Benefits paid	(39,000)
Closing fair value of scheme assets	396,000

CAMDEN COMMUNITY NURSERY LIMITED
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NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2021

21. Operating lease commitments

The charity is provided with the use of three properties by the London Borough of Camden, known as Sington, Montpelier and Acol nurseries.

There is a signed lease in place for the Montpelier and Sington nurseries. There is a draft lease under discussion for the Acol Nursery, however until such time as this is agreed and signed, no commitment is disclosed for this property.

In the previous year, the charity signed an operating lease agreement in respect of four printers for the period of five years.

Accordingly, the commitments below detail the future minimum lease payments per these agreements.

At 31 March 2021 the total of the Charity's future minimum lease payments under non-cancellable operating leases as follows:

	2021	2020
	£	£
Not later than 1 year	20,464	13,114
Later than 1 year and not later than 5 years	80,128	80,992
Later than 5 years	152,000	171,600
	252,592	265,706