

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.

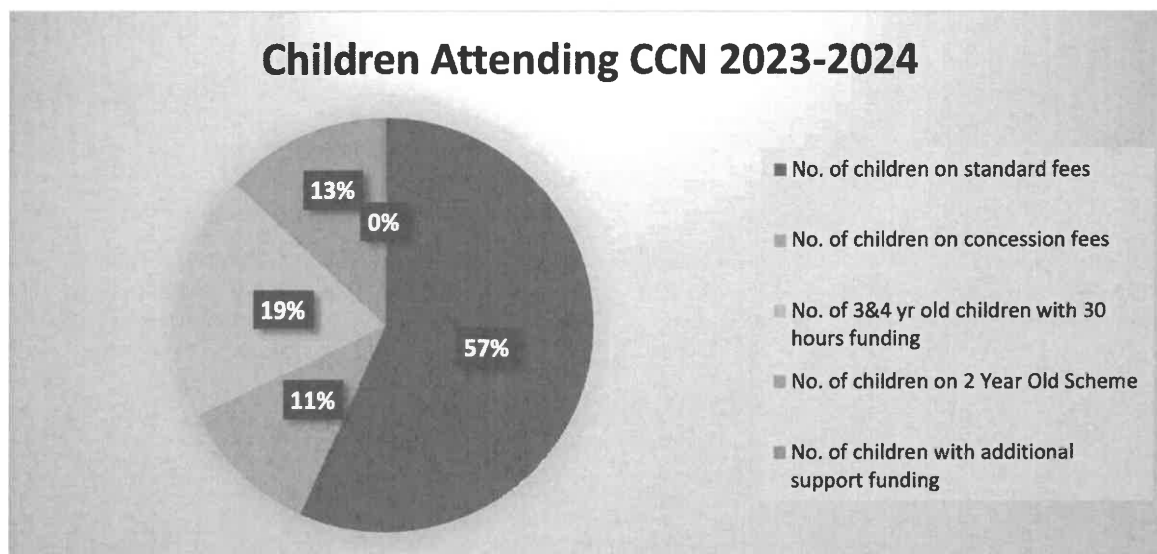
At the year end the numbers of children on roll were as follows:

- 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.

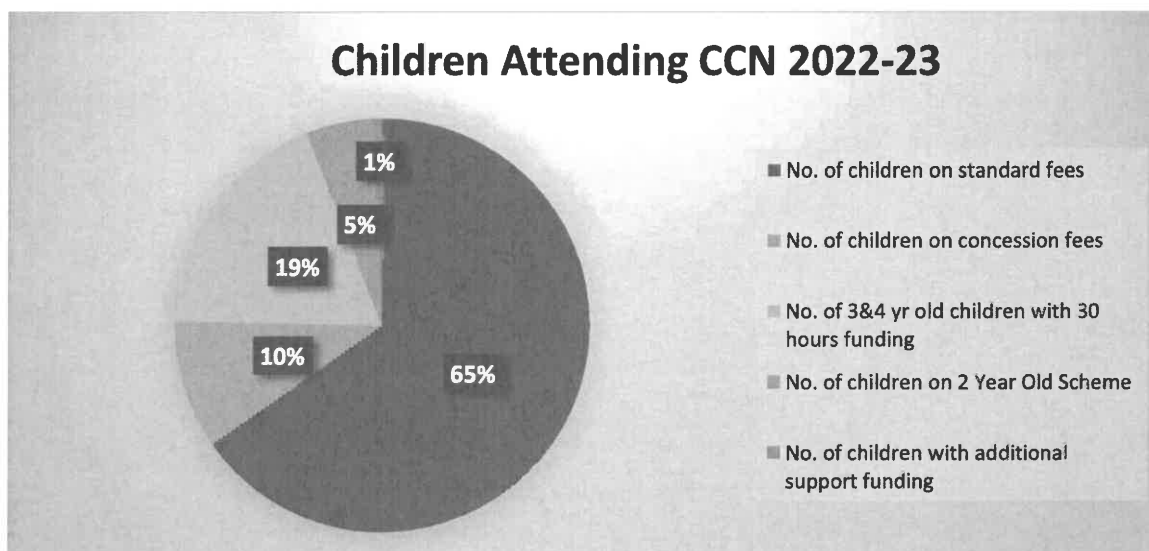
The year averages for CCN as a whole indicate 11% (2023: 10%) of children on concession fees, 19% (2023: 19%) receiving the 30 hour working parents funding, 13% (2023: 5%) receiving the additional 2 year old funding (not working parent) and 0.5% (2023: 1%) with additional support funding. Please see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

Camden Community Nurseries Limited

Trustees' Report for the year ended 31 March 2024



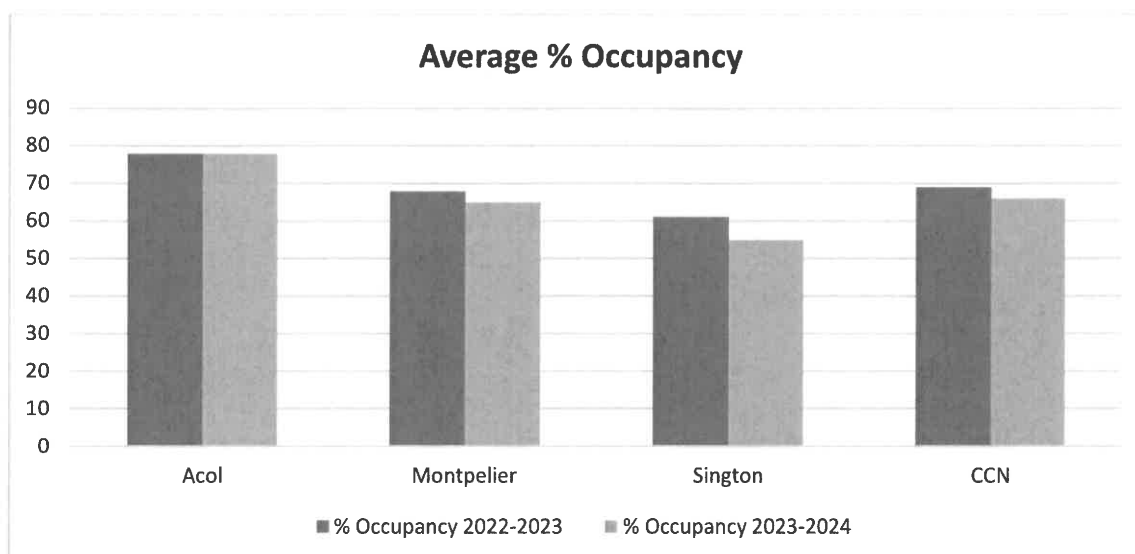
There was a one child with additional support funding during the year but they did not attend sufficiently long enough to get to 1% of the total attendance.



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	<ul style="list-style-type: none">Focus on staff development and regular training with internal promotion of staff where appropriateEach nursery has a staff association and regular staff meetings to allow staff feedbackTrusted agency contacts are maintained by the Senior ManagerContinuous recruitment of Trustees through parent meetings and CCN events
External factors place increased financial strain on CCN, leading to going concern issues	<ul style="list-style-type: none">Regular review of financial performance against budgetLong term financial forecasting which informs decisions taken by trustees such as fee increasesOngoing monitoring of debtMaintaining 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	<ul style="list-style-type: none">Fees remain highly competitive through regular benchmarking exerciseFocus on high quality childcare, including investment in staffMarketing and community events at each nursery

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Trustees' Report for the year ended 31 March 2024

Results of future Ofsted inspections impact reputation of CCN nurseries	<ul style="list-style-type: none">• 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

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

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
	<hr/> 222,208 <hr/>	<hr/> 211,664 <hr/>