

**REPORT OF THE TRUSTEES AND
FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2024
FOR
CHILDREN IN WALES - PLANT YNG NGHYNRU**

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**REPORT OF THE TRUSTEES
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The trustees who are also directors of the charity for the purposes of the Companies Act 2006, present their report with the financial statements of the charity for the year ended 31 March 2024. The trustees have adopted the provisions of 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).

OBJECTIVES AND ACTIVITIES

Objectives and aims

Children in Wales promotes, advocates and supports full implementation of the United Nations Convention on the Rights of the Child. It covers a wide range of issues including promoting effective early intervention services and improving the lives of vulnerable and disadvantaged children, young people and families in Wales and those who are discriminated against. It also promotes positive parenting, family support and good quality childcare. A particularly important part of the work involves an enhanced model of children and young people's participation across Wales so that their views are heard by government and policy makers. This programme of work is known as Cymru Ifanc/Young Wales and also involves training for both children and young people and the workforce.

This year has marked the 30th anniversary of the organisation becoming a charity and a number of events have marked this milestone, providing the opportunity to not only celebrate achievements since the organisation's inception but to look forward to new plans to continue with our work to embed children's rights across Wales. Among the reflective elements of this work a book 'Pause Play, Fast Forward', drafted by young people, was published and printed and launched at an event at the Senedd, sponsored by Jane Dodds MS. This event provided opportunities for Members of the Senedd to re confirm their commitment to the UNCRC.

Financial challenges continue to have a negative effect for many children, young people and families in Wales and our annual poverty survey this year also raised concerns about the effects of this on their mental health and well-being. Consequently, this has been a key focus of our work during the year.

Looking internally, to mitigate against high costs of office rental and services the organisation has taken the decision to move our office base to a shared facility and work has been undertaken this year to find an ideal location. We have continued to make savings around travel and subsistence costs through online working methods. We are mindful too of the effects of climate change, and the organisation continued to work to reduce its impact on the environment.

Volunteering has substantially strengthened again this year for the organisation, with 200 young people on-boarded. This has helped to embed the voice of young people across a wide range of projects and themes. Two new projects, a Peer Research scheme and a partnership project with the Football Association of Wales, have helped to develop exciting new participatory working models which we hope to cascade to other organisations in Wales.

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OBJECTIVES AND ACTIVITIES

Objectives and aims

Internal development work has continued through the year to help strengthen the organisation, for example:

- Working with stakeholders, we began to develop our new Strategic Plan, to follow our Vision and Mission Statements in enhancing the organisation's collective sense of purpose.
- We co-produced a shared set of organisational values, to further strengthen our organisational cohesion and allow us to clearly set out what it is that defines us.
- We have been awarded funding from more diverse sources and continued to seek opportunities to generate innovative income streams which benefit our members and enhance our work
- We continued to develop a programme of staff training and development, to enhance our efficiency and maximise our impact.

These measures have allowed Children in Wales to continue its aim to improve the well-being outcomes of children, young people and families in Wales through the following strategic objectives:

- Strategic Objective 1: To inform and enable children and young people to participate effectively and have their views heard by Ministers and policy makers through Young Wales and other participation activity, in order to inform policy and practice development whilst empowering children and young people.
- Strategic Objective 2: To work with Children in Wales's membership organisations and wider partners to enhance the connections, engagement and knowledge of the cross sector children, young people and family support workforce in respect of:
 - children's rights/UNCRC
 - methods of children and young people's participation
 - policy and practice in delivering Welsh Government's national priorities
- Strategic Objective 3: To effectively influence and contribute to policy and practice development, aligned with Welsh Government National Strategy and priorities from the cross sector children and families workforce, member organisations as well as from children and young people.

Work to improve the lives of children and young people in Wales, especially those in need or marginalised was delivered through the following activities:

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Objectives and aims

- work to develop, maintain and support forums, networks and groups to bring the children, young people and family support workforce and also service users together to share information, research, policy and practice related to specific areas
- providing an active national model of children and young people's participation 'Cymru Ifanc/Young Wales' to influence Welsh Government, with partners Voices From Care Cymru and TGP Cymru, providing a dedicated website and increased social media activity as well as training for children, young people and the workforce on children's rights and child participation
- consulting with the children's workforce and children, young people and families to establish their views in relation to influencing policy and practice development and to represent them in Wales, the UK and international groups/committees as well as supporting children and young people to be representatives
- work with members and other professionals and stakeholders to develop, support, review and promote policy development, practice development and research relevant to contributing to implementation of Welsh Government programmes
- Providing the children and families' workforce and policy makers with a range of opportunities to access information about the development of policies, practice and services for children and young people. This includes the website, quarterly magazines and mail-outs including newsletters, e-briefings, training, workshops, seminars, conferences and webinar events, talks and presentations and responding to enquiries. Public, political and professional awareness is also raised through media work and campaigns
- Ensuring the charity's work delivers its aims for the public benefit of children, young people and their families

Children in Wales reviews its aims, objectives and activities annually. This review looks at what has been achieved and the outcomes of the activity in the previous 12 months. The review also looks at the success of each key activity and the outcomes achieved. The review helps ensure that the aims, objectives and activities remain focussed on the stated purposes. In the furtherance of these aims, the Trustees of Children in Wales have complied with the duty in S4 of the Charities Act 2011 to have due regard to the Charity Commission's published general and sub-sector guidance concerning the operation of the Public Benefit requirement under the Act. In particular, the trustees consider how planned activities will contribute to the aims and objectives they have set.

The first outcome is that more children and young people, especially those who may have more difficulty getting their views heard, will have the opportunity to have a voice to influence Welsh Government and other policy makers. The national model of children and young people's participation, 'Cymru Ifanc/Young Wales' creates a platform through online, social media and a dedicated website as well as national and regional meetings, direct engagement with local authority Youth Forums, schools and third sector organisations that support groups of vulnerable children and young people to participate in policy and practice matters that affect them.

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OBJECTIVES AND ACTIVITIES

Objectives and aims

The second outcome of the work of Children in Wales includes an active range of organisations and individuals linked together in a proactive network resulting in improved policy and practice for the benefit of all children and young people in Wales. Equal access to Children in Wales' services is vital to successful outcomes.

Children and young people and members of the multi-disciplinary and cross sector children's workforce will:

- be better informed about children's rights and children and young people's participation methods, children and family issues, policy and practice from receiving information and training and making connections with others, gaining perspectives from across Wales and from different disciplines and sectors
- have the opportunity to contribute to identifying, developing and influencing national policy and practice priorities to improve the lives of children and young people and to support vulnerable families in Wales
- have the opportunity to take action through 'speaking with one voice' with others to influence children and family support policy and practice in a co-ordinated way
- be more able to establish and sustain national, regional and local connections and networking with colleagues working to support children, young people and their families in their specific area of interest
- be better equipped to support groups of vulnerable or marginalised children, young people and their families to express their views and be more actively involved in policy and practice development affecting them
- support new and exciting initiatives which make a positive difference in the lives of children, young people and their families in Wales
- support all Wales campaigns such as promoting the UNCRC, and Ending Child Poverty.
- influence and inform the media, members of the public, local, national, UK and European decision makers and public bodies of current practice developments, issues and concerns so that they can be more effectively implemented locally and nationally

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STRATEGIC REPORT

Achievements and performance

Using the framework of the UNCRC, in particular in increasing children and young people's participation, combating child poverty and supporting families, the main objectives for the year were as follows:

Objective 1: To inform and enable children and young people to participate effectively and have their views heard by Ministers and policy makers through 'Young Wales' - 'Cymru Ifanc'

Outcome: Children and young people are enabled to understand and engage in influencing and developing policy and practice in accordance with the National Children and Young People's National Participation Standards for Wales for Wales. Children and young people are enabled to develop their knowledge and skills in relation to contributing to and influencing policy makers and practitioners. Children and young people are enabled to develop their knowledge, understanding and skills through engagement with Ministers and policymakers.

Objective met through:

Cymru Ifanc/Young Wales is the national participation hub, working to provide information to enable and empower children and young people to participate effectively and have their views heard by Welsh Government policy, in order to inform policy and practice development.

Children and young people took part in surveys looking at issues relating to child and family poverty

The views of children and young people of all ages and from across Wales continued to be sought throughout the year, and formed the basis for 16 consultation responses to Welsh Government. Examples include:

All Wales Travel Behaviour Code: The Welsh Government commissioned Children in Wales to gather the voices of young people's views on the All Wales Travel Behaviour Code. Twelve focus group sessions were delivered across six school settings with a total of 69 children and young people between the ages of 5 and 16 taking part. Thirty six recommendations were made to Welsh Government as part of this work and overall the children and young people felt that there was a lack of awareness of the Code, that they needed to be updated and that the Code should be accessible for them. Children in Wales will be developing the Code with Welsh Government through a co-production model in 2024 to 2025 as a result of the recommendation from this initial consultation.

Children's Rights Impact Assessment (CRIA) and pupil engagement - Independent Schools: The Welsh Government commissioned Children in Wales to gather young people's views on The Independent School Standards (Wales) Regulations 2023, and gather feedback and insights from pupils on all aspects of the Regulations which included all 7 Standards. Three focus group sessions were held across three different independent school settings. Ten recommendations were made to Welsh Government as part of this work and overall young people wanted their schools to be safe, supportive and inclusive environments.

Through Cymru Ifanc / Young Wales, children and young people were provided with the opportunity to meet with Ministers, lead officials and policy makers at Welsh Government. For example, young people met with Ministers at the National Youth Stakeholders Group (Mental Health and Wellbeing), through the WG's Budget Improvement Plan Group and the Young Carers Group where young people participated in a panel discussion with a group of professionals including Ministers, MSs, local government representatives, trade unions, Social Care Wales and Carers Wales. This year at their annual conference event children were enabled to discuss matters with a wide range of lead officials and with the Minister for Social Justice and the Deputy Minister for Social Services. Further opportunities were provided during the year for groups of children to meet with the Minister for Finance and Local Government, the Chair of the Finance Committee, and the Chair of the Children, Young People and Education Committee.

Throughout the year, work continued to develop the Cymru Ifanc - Young Wales brand, including via new media such as films available on the website. Bi-monthly e-bulletins were distributed and posts were regularly shared on the Young Wales Cymru Ifanc Twitter and Instagram feeds.

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During this year, volunteering has more than doubled within the Young Wales Project, with the objective of broadening connections with a wide demographic of young people and across all the regions of Wales. 200 young volunteers were on-boarded. Volunteers are provided with a comprehensive induction, including an opportunity to take part in an accredited learning and development pathway and can join the Young Wales Project Board, or different special interest groups for example. Meetings took place at residentials, standalone sessions and online.

Growing from an idea put forward by one of our young volunteers, a group of young people created a celebratory book, 'Pause, Play, Fast Forward: the journey of Children in Wales'. The book sets out the story of children's rights in Wales and also includes contributions from past Chief Executives, the Children's Commissioner and the Deputy Minister for Social Services. The book was launched at an event at the Senedd sponsored by Jane Dodds MS.

Events for young people:

On Saturday 18th November 2023, Children in Wales celebrated World Children's Day via our annual Young Wales Festival at Swansea University, Bay Campus. The event offered over 120 young people the opportunity to engage with crucial decision makers, including the Minister for Social Justice, the Deputy Minister for Social Services and Senior Policy Managers for the Welsh Government

Four 3 day residential events for young people were held in different regions throughout the year. Each event provided accredited training sessions for the young people, opportunities to work with government officials to provide their views on various consultations and allowed them to learn new skills.

Objective 2: To enhance the connections, engagement and knowledge of the cross sector children, young people and family support workforce in respect of:

- children's rights/UNCRC /Celebration of 30 years of the UNCRC
- methods of Children and Young People's participation
- policy and practice in delivering national priorities

Outcome: the children and young people's cross sector workforce will be more informed, better connected, more engaged and better equipped to contribute effectively to supporting the delivery of national priorities including the participation of children and young people

Objective met through:

Events and training sessions 2023-2024

A number of in-person, online and hybrid events and training sessions was held during the year for the children and families workforce and other stakeholders. These events included:

- A hybrid conference 'Children's Rights in the Early Years' with over 180 delegates
- A webinar 'Empowering the voices of parents & carers' with 142 delegates
- The Parents Connect Wales Hub launch webinar
- Children in Wales' 30th anniversary celebration at the Senedd, including the launch of the book Pause, Play, Fast-Forward: The Story of Children in Wales
- A Child Poverty Practice and Knowledge Exchange webinar focusing on the annual poverty survey findings report with resources widely distributed afterwards.
- 8 training sessions on 'Children's Rights & Participation'
- 4 training sessions on 'Children's Rights and the Early Years', in the context of current legislation, policies, programmes and strategies.

Briefing services

Children in Wales produces a number of briefings and newsletters for members and networks.

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The e-briefing is circulated fortnightly and keeps our members up-to-date with the latest policy developments and news across the sector. The Young Wales newsletter was distributed bi-monthly with the latest news and information for young people and participation workers.

Social media

Children in Wales uses Twitter, LinkedIn and Facebook to promote its activities and resources, as well as new policy and documents using our accounts @ChildreninWales and @plantynghynmr.

Young Wales also has a separate Twitter account, @YoungWalesCIW and information is also promoted through Instagram @YoungWalesCIW.

Information Support

Children in Wales staff continued to provide information and signposting for professionals and members of the charity; responding to queries by phone, email; through network meetings and through our training service. A wide range of issues were covered such as navigating resources, accessing information pertaining to local/national services, advice around safeguarding procedures and much more.

Children in Wales and 'Young Wales' websites

The website continues to be developed with more content being added regularly. The website is a key resource and gateway to Children in Wales' policy and other information, as well as news from the sector. It is updated weekly with policy information, resources and news.

Part of the website features an integrated learning management system (LMS) showcasing the organisation's training programme and webinar series enabling automated booking and payment systems. The website also provides an area accessed by members to provide additional information and resources.

The Parents Connect Wales Hub was created and added to the website in March. The Hub focuses on empowering the voices of parents and carers to promote children's rights and features videos, stories and support for parents and professionals who work with parents.

Presentations, workshops, contributions and information provided at conferences and events

This year, Children in Wales' staff have participated in a range of activities facilitated by external bodies, such as research, dialogue and online events, which contribute to our key representative function as an umbrella organisation and our national role in policy and strategic development.

Publications

This year Children in Wales produced a number of publications, including:

- Governors' Guide to Tackling the Impact of Poverty on Education
- The 7th annual Child & Family Poverty Survey Findings report along with a young people's version
- Pause, Play, Fast-Forward: The Journey of Children in Wales (book). This Children's Rights Book was written and created by Young Wales volunteers and Children in Wales staff
- Young Wales volunteers co-produced an easy-to-read, bilingual version of the Budget Improvement Plan (BIP) with the Welsh Government

Public information

During the year, Children in Wales continued work to raise public and professional awareness of both the problems affecting children, young people and families in Wales and ways that their lives can be improved. One of the ways in which we carried out this work was through our quarterly magazine, which is published and available online, in the Members' section of our website, for all members to download. Each magazine is themed and combines information about policy development, research and contributions from member organisations. Four editions of the Children in Wales members' magazine were published, with two being shared on the website (open to all) as a celebration of Children in Wales' 30th anniversary.

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The themes for 2023/24 were as follows:

- Spring - Prioritising the rights of babies, children and young people in Wales
- Summer - The importance of the first 1000 days of a child's life
- Autumn - The importance of Empowering Children and Young People
- Winter - Highlights and updates from members on events and initiatives tackling issues affecting Children and Young People across Wales

Influencing and Advocacy

CIW leads and works with a broad range of stakeholders to identify and pursue opportunities for influencing change, actively working with others through our professional networks, thematic projects and the opportunities for advocacy through our involvement in a broad range of external meetings, dialogue, media and events. Notable activities during the year included:

- Parents Connect Wales - In its first full year of operation following a national scoping exercise with a view to developing a national platform to hear parents' voices, Parents Connect Wales was established with funding from the Welsh Government. Work included establishing and formally launching a professional network of public and third sector parenting leads alongside a parent's advisory board to inform the development of the platform; engagement with parents and carers across Wales through workshops and online research methods to identify their concerns and priorities for change, and the creation children's rights resources for parents and a one-stop shop through the Parents Connect Hub. The Hub enables us to showcase our work with parents and signpost to local and regional opportunities for participation and support.
- Child Poverty - Through our ECPN Cymru professional network, we continued to influence Welsh Government to refresh their Child Poverty Strategy and were invited to form an External Reference Group to support their endeavours to consult with children (which we delivered through Young Wales), parents and stakeholders. Our work has involved providing advice to Ministers and officials to inform the content of the refresh, in addition to informing on current trends and issues. Our 7th annual report on Child and Family Poverty in Wales report included responses from professionals and young people was published and launched at an online event and has since informed the development of the WG strategy and supported stakeholders in their work. We also presented at a Child Poverty conference in Swansea University; worked with schools through our Price of Pupil Poverty project and working locally with local authorities to inform the development of local strategies.
- Children's Rights - The UNCRC Committee published their Concluding Observation this year informed by the publication of the State of Children's Rights in Wales report on behalf of civil society organisations and our evidence session with young people. We attended the examination of governments in Geneva alongside young people and had an opportunity to update the UN Committee to inform their scrutiny sessions. Contributed a chapter on children's rights in Wales report for Eurochild.
- Our Cross-Party Group on Children and Young People has again been active throughout 2023/24 and focused on delivering the 4 priorities of the group which are i) Edge of care ii) First 1000 days iii) Adverse childhood experiences and iv) child poverty. The group, chaired by Jane Dodds MS continues to secure widespread engagement from our members, Senedd members and the relevant Welsh Government teams
- Our work in respect of parenting and family support has included several new developments, notably our administrative support for two new WG networks - Family Information Services Network and Family First Network. In addition to the substantive work to develop the Parent Connect programme (discussed elsewhere), we continue to manage the national Parenting Network and deliver the annual State of Parenting in Wales survey and report and supporting stakeholders including Welsh Government to enhance their parenting programmes, engagement and focus.

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- The first 1000 days and the early years remains a key priority throughout 2023/24 with our continued facilitation of two professionals' networks and our collaborations with academics, practitioners and decision makers. As part of the EY transformation programme, we worked with Cwm Taf Morgannwg in support of their work around baby and infant charter; contributed towards initiatives on baby voice to enhance engagement with pre-school children in decision making; engaged with partners to support the delivery of the children's participation in schools project and informed the development of children's rights in the EY resources being developed by WG.
- ALN Reform - This continues to be a key priority for CIW and our members as we continue to engage with Welsh Government officials and raise concerns through our TSANA network regarding the implementation of the Additional Learning Needs Act, as well as informing related strands of work being delivered by ESTYN and Senedd committee inquiries
- We continued to work with UK colleagues to influence notable UK Government plans, including potential reform the Human Rights Act and legislation in respect of asylum children by responding to Senedd LCM requests, being signatory to UK wide NGO campaigns and influencing the human rights agenda in Wales.
- Care experienced children - we have continued to engage in dialogue with partners and Welsh Government in respect of the Programme of Government activities impacting on children in care, including supporting the development of the corporate parenting charter, legislation in respect of eliminating profit from the care of children, independent advocacy arrangements and influencing the ongoing Senedd inquiry into 'radical reform' of services for care experienced children. We also deliver training and the Getting Ready project (discussed elsewhere in this report).
- Children in Wales with members of the All-Wales Advocacy Providers Group continues to campaign for quality and sufficiency in advocacy through the implementation of the National Approach to Statutory Advocacy.

The Media and Interviews/articles

Children in Wales has responded to a number of media enquiries relating to issues affecting children, young people and families - with the Chief Executive delivering comments and interviews in English and Welsh, and Children in Wales' work being referenced in numerous outlets. This year, a particular focus from the media was around findings from the Children in Wales Poverty Report.

Children in Wales Annual Report

Children in Wales' Annual Report 2023/24 was produced as a downloadable colour document.

Objective 3: To effectively influence and contribute to policy and practice development, aligned with Welsh Government National Strategy and priorities from the cross sector children and families workforce, member organisations as well as from Young Wales

Outcome: Children and young people will be put at the centre of national policy making through enabling and strengthening the voice of the multi-disciplinary cross sector work force (professionals and volunteers) through effective representation mechanisms

Objective met through:

Consultation Responses

16 Consultation responses and inputs into responses from a variety of perspectives were produced and submitted during the year. Our members and partners were engaged through our professional networks and electronically throughout the period to inform our responses to Welsh Government, relevant UK Government and enquiries held by Committees of the Senedd.

Notable responses were submitted to the following

- Reform of the School Year (WG)
- Competency on Illegal Migration Bill (Senedd)
- Disabled children (Senedd)

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- Pupil Attendance (WG)
- Rebalancing Care & Support (WG)
- Child Poverty Strategy (WG & Senedd)
- White Paper-Welsh Tribunal System (WG)
- Draft Budget (Senedd)
- Vaping (UKG)
- White Paper - Ending Homelessness (WG)
- National Practice Framework (WG)
- White Paper – Taxi and Private carriages (WG)

Provide information and liaison for the TSPC and associated Ministerial meetings

Children in Wales continued to be the representative body for the Children and Families sector on the WCVA Third Sector Partnership Council, participating in meetings across the year, representing the views of the sector on a variety of issues. These issues were largely connected to the impact of the cost-of-living crisis upon children and young people and the need for models of sustainable funding for the third sector who work with them, as well as the importance of giving full regard to children and young people's third sector workforce in policy development and decision making.

Meetings have been held and ongoing relationships developed with Welsh Government Ministers, Deputy Ministers and officials across a range of WG departments, as well as Senedd members, including cross-party members of the CYPE Committee. This has included meetings with children's spokespeople in the Senedd; regular meetings with our MS chair of the Cross Party Group on Children and Families, and meetings with the DM for Social Services and Minister for Social Justice.

Policy Council

The Policy Council allows a broad selection of children and families organisations to network at a policy-maker level to consider pertinent issues with colleagues and to develop collaborative activity. It also enables Children in Wales' trustees and policy staff to hear the views of leaders of key organisations in order for the strategic direction of Children in Wales' work to be informed by them so that key priorities can be established. There were three meetings during the year with invited speakers including Welsh Government officials, the Clerk to the Senedd Committee on Children, Young People and Education and representatives from the Children's Commissioner's and Future Generations Commissioner's offices. The meetings this year focused on issues around the impact of climate change on children's rights, child poverty, and care experienced children.

Forums, Networks and Groups

A wide range of professional development Forums, Networks and Groups were facilitated by Children in Wales regularly, mostly online enabling attendance from participants throughout Wales. Most groups meet at least quarterly and many are supplemented by some form of engagement such as electronic, development of position papers, consultation responses or evidence for Welsh Government meetings or the Senedd Cymru / Welsh Parliament between meetings. These include:

- Children in Wales Policy Council
- Children & Young People's NGO Policy Officers Group (Cymru)
- Directors of the National Children's Voluntary Organisations in Wales Group
- Wales UNCRC Monitoring Group
- All Wales Children & Young People's Advocacy Providers Group
- All Wales Parenting & Family Support Strategic Leads Group
- All Wales Participation Workers' Network
- End Child Poverty Network Cymru
- Young Carers Workers Network
- Third Sector Additional Learning Needs Alliance
- Early Years Action Group
- Families First Network
- Family Information Service Network
- Children's Rights in Early Years Network
- Children's Research Network
- Senedd Cross Party Group for Children in Wales

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Contributing to the development and implementation of WG policies through representation role in Welsh Government and other Groups

As the umbrella body in Wales for the children, young people and families sector, Children in Wales highlights the concerns and promising practice of its multi-agency, cross sector members and partners and children and young people (through Young Wales priorities) to facilitate the development of an integrated children, young people's and families agenda in Wales through representation on a number of groups. This allows us to feed into policy development and practice. During 2023-24, we were involved in the following groups:

Representation on Welsh Government Groups

- ALN Research Steering Group
- Budget Improvement and Impact Advisory Group
- CAFCASS Cymru Advisory Board
- Childcare & Play Stakeholder Reference Group
- Children's Health Network
- Children's Rights Advisory Group
- Children's Services Transformational Delivery Group
- Community Focused Schools External Reference Group
- Corporate Parenting Implementation Group
- Corporate Parenting Task Group
- Disability Rights Taskforce
- ECEC Action Plan Stakeholders Group
- External Steering Group to Streamline Welsh Benefits
- Family Support & NEST Community of Practice
- Fuel Poverty Advisory Group
- Future Generations Stakeholder Forum
- Human Rights Advisory Group
- Ministerial Advisory Group on Carers
- National Attendance Taskforce
- National Delivery Group - Education of Care Experienced Children
- National Forum for CYP Advocacy
- Promoting Awareness of Air Pollution Delivery Group
- Strategic Implementation Group for the Children (Abolition of Defence of Reasonable Punishment) (Wales) Act (information only)
- Transformation Delivery Group on Children in Care
- Wellbeing of Future Generations Stakeholder Forum
- Welsh Government Communities of Practice

Non Welsh Government groups

- 4 Nations UNCRC Group
- Anti-Bullying Alliance Steering Group
- CLC Strategic Litigation group
- Cross Party Group on Care Experienced Young People
- Cross Party Group on Fuel Poverty & Energy Efficiency
- Cross Party Group on Human Rights
- Cross Party Group on Poverty
- Cross Party Group on Preventing Sexual Abuse#
- Early Childhood Forum
- End Youth Homelessness Cymru
- EYCC Network

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- Early Years and Social Care Stakeholder Advisory Group
- Health Inequalities Sub Group
- Healthy Air Cymru
- Human Rights Stakeholder Group
- Money and Pension Service Financial Wellbeing Delivery Plan Steering Group
- PHW Building a Healthier Wales Task & Finish Group
- Play Wales Board
- Powys Child Poverty Taskforce
- Rights in Education Steering Group
- Rights of the Child UK Coalition
- Schools Exclusion Advisory Group
- Third Sector Partnership Council
- TSPC Framework for Engagement
- TSPC Ministerial meetings
- TSPC Ministerial meetings - Education
- TSPC Ministerial meetings - Finance
- TSPC Ministerial meetings - Health and Social Care
- TSPC Planning meetings
- We Care Wales Stakeholder Advisory Group

International

- Eurochild Management board
- Eurochild National Partner Network (NPN) Ad-hoc

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Achievement and performance

Other Funded Project Work

During the year, Children in Wales was also involved in the following funded project work:

Social Care Third Sector Grant

Funding from Welsh Government Social Care department to provide training to the social care workforce from a children's rights awareness raising perspective, engaging with members to disseminate knowledge and good practice. This year we have developed a new training course and accompanying set of resources to support the creative engagement of Care Experienced children and young people. CIW also continued its delivery of a Safeguarding course in British Sign Language.

Young Carers

With funding from Welsh Government, Children in Wales has continued to facilitate the Young Carers Professional Network through meetings and support. This year we held an in person network meeting at the Wales Young Carers Festival in mid Wales.

Independent Review Mechanism

Children in Wales hosts the work of the Independent Review Mechanism Cymru and has secured a further 3 years contract to deliver this valuable service. The purpose of the IRM is to increase public confidence in the transparency of the approvals process and to encourage more people to consider fostering or adopting some of the most vulnerable children in our society.

During 2023-24 the IRM received 10 applications which were all concerned with fostering decisions. The panels are compiled of a balance of social workers and lay members who all have experience of fostering and adoption and are completely independent of the agency who is making the decision about suitability. Many of the applications are from kinship carers and we are developing our expertise in managing complex cases involving family and friends of children in the childcare system. The IRM staff have continued in their work to develop and modernise the service to ensure that it is accessible and sustainable for all parties. New panel members have been recruited with particular emphasis on increasing diversity of the panel and representation of people who have lived experience of fostering and adoption.

Tackling the Impact of Poverty on Education Programme

Funded by Welsh Government, the project entered its fifth phase this year. A universal approach continued with a focus on guides as an effective tool to help schools mitigate against the impact of poverty in their setting, with a key focus on the successful promotion of the guides and additional resources to all schools across Wales. The additional resources included a full toolkit and offer of support to help schools implement the guides, with more than 300 schools across all local authority areas in Wales (@20%) had received and benefitted from these resources. Other key work over this period has been the full update and rebranding of earlier guides, the addition of two mini-guides ('Tackling Poverty Related Bullying' and 'Mitigating the Impact of Poverty in STEM Education'); further case studies of best practice to inspire schools and an independent Final Evaluation Report for the whole programme (2019 - March 2024) outlining the positive impact the resources and programme have had. At the culmination of the programme all additional toolkit resources will sit on Welsh Government's digital learning platform Hwb, as well as on the Children in Wales website.

CHILDREN IN WALES - PLANT YNG NGHYMRU

**REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31 MARCH 2024**

Achievement and performance

Getting Ready Project

Funded by the Welsh Government Housing and Homelessness Division and delivered in partnership with Voices from Care Cymru, the Getting Ready project is complementing the When I am Ready scheme by providing support and information for young people to safely transition from care. It includes considerations around delaying leaving care, where this is appropriate and possible, and reducing the risk of homelessness and housing instability. Children in Wales has worked with local authorities to develop a package of bespoke resources for care experienced young people across Wales on a range of thematic areas, notably financial education and budgeting, and have released tailored resources for four local authority areas. We have been delivering workshops to a range of professionals and foster carers, as well as workshops for care experienced children across Wales. Working with our delivery partner Voices from Care Cymru, we successfully secured funding for 2024-25

Parent's Connect Wales

Parents Connect Wales is in its first full year of funding as it works to support parents and local organisations across Wales who are currently engaging parents as part of their work. An online 'hub' was launched in February 2024, to provide a platform to gather parents' views and share information. The Hub consists of co-produced posters and resources; lived experience videos, photo stories and information on the UNCRC. The results of this work have been shared widely with organisations across Wales. Additionally, Parents Connect Wales has established a professional's network with 110 members, a parent advisory group with 6 parent representatives and has local representatives in each of the local authorities in Wales.

Football Association of Wales (FAW) Partnership Project - Embedding a Model of participation & engagement

Funded by WCVA, this grant is for a period of 18 months from October 2023. The project aims to support the FAW to establish effective and meaningful participation with their National Youth Council and youth engagement through utilising the expertise and knowledge of Children in Wales in relation to our engagement model of a rights/participatory approach. Key staff within the FAW have been trained on rights and participation with recruitment and induction of young people for the Youth Council developed and altered to align with a more effective participatory approach. CIW staff have been involved in both FAW national youth conferences (south & north) and have started to develop a package/how to guide to enable FAW to continue with this work. Learning and evaluation from this work will support the potential of offering this service to other organisations in the future.

Peer Research & Climate Change

Funded by the Community Knowledge Fund as part of UK Research and Innovation initially for a period of 12 months from September, this has now been extended for a further 3 months. The project is co-produced with young people, providing them with the training and skills to become peer-researchers on a topic of importance to them. In this case, the young people felt there was a gap in relation to understanding of young people and living a sustainable life in a current cost of living crisis. Young people reached out and engaged with a number of children & young people across Wales through surveys and focus groups building towards developing a report to disseminate their findings, and are looking at funding opportunities to develop a summit for young people in Wales.

Children (Removal of Defence of Reasonable Punishment) (Wales) Act 2020 - Children and Young People

Children in Wales secured continued funding from the Welsh Government to deliver work in support of the implementation of the Children Act. This year, bilingual resources including guidance, e-learning package and a poster were completed ready for distribution and promotion in early 2024.

CHILDREN IN WALES - PLANT YNG NGHYNRU

**REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31 MARCH 2024**

Achievement and performance

Further funded projects included:

- 'Pause, Play, Fast Forward: The Journey of Children in Wales', A children's rights book, funded by the National Lottery
- Informal use of Welsh amongst young people, funded by Welsh Government
- Bloody Brilliant, Wales-wide research project on period health targeting young people, funded by NHS Wales
- Behaviour and attendance guidelines funded by Welsh Government
- Development of training course and resources for National Museum of Wales
- Consultation on the reform of the school year funded by Miller research
- Baby Voice Pilot Project funded by Rhondda Cynon Taff
- Voice Network for Wales, funded by the Electoral Commission
- ALN Advisory Group, facilitation of this group funded by the Welsh Government

Membership

At the end of 2023/24 Children in Wales had 310 members, of which 220 were organisations, 49 were individuals and 41 were students and young people. The uplift can be mostly attributed to an additional 15 member organisations who have joined, plus a handful of new individuals and students.

Development and delivery of training and consultancy

During the year 2023-2024 we have trained over 4000 people who work with children, young people and their families in Wales. Whilst the majority of our delivery has remained online, which has the benefits of being a convenient and economically competitive option, there has been a gradual growth of requests for in person training. We have welcomed this development and recognise the unique benefits of coming together in a shared space to engage and share ideas and experiences more fully.

The biggest area of training delivery is that which we provide for organisations commissioning bespoke courses for their staff groups, with the majority of this coming from returning customers. We have been flexible in meeting the demands of the workforce providing training that is a mixture of online and face-to-face, and during weekends and evenings.

We have fully engaged with the implementation of the National Safeguarding Training Learning and Development Standards hosted by Social Care Wales. We have supported many practitioners in the Childcare sector to be compliant with the updated National Minimum Standards for Regulated Childcare before the November deadline. We have maintained and extended close ties with Local Authority training departments as well as providing focussed training for organisations delivering supported housing, fostering, play and advocacy services.

As a national child rights organisation, our established in house training team continued to promote the implementation of the UNCRC across all courses. This included promoting hands on techniques for direct work to engage young people who are care experienced, and training on why and how to facilitate the participation of children and young people including those in the early years of life. We appreciated the grant funding provided through the Welsh Government that enabled us to deliver fully interactive sessions to the child and family workforce at no charge. These sessions were well attended and inspired many practitioners to try out new ways to listen to children and young people and to put their views at the heart of their activities.

As ever we have been working to keep up with the current trends and the difficulties facing children, young people and families. To this end, we have responded to our members' requests, by developing and running new courses, and adapting existing training, including Child Poverty Awareness, Understanding and Responding to Knife Crime, Supporting Unaccompanied Asylum Seeking children and Child Sexual Abuse. We continue to draw upon the expertise of our Associate Trainers to deliver specific pieces of training and consultancy, augmenting and supplementing the range of courses we offer. These have covered topics such as Motivational Interviewing, ADHD, Autism in Early Years, Life Journey training, Telling Children Difficult Information, Mindfulness in the Workplace, Supervision, Management and Leadership. Our range of associate trainers has grown so that we are able to continue to respond to the changing workforce needs of the children's sector.

**REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31 MARCH 2024**

Financial position

Fundraising

The Charity does not carry out fundraising activities with the general public that might be in conflict with the fundraising activity of member agencies.

Principal Funding Sources

During the year the Charity raised its income principally from the Welsh Government, membership fees, other grant funders, training and consultancy.

Project funding from the Welsh Government has been a major source of revenue and has been used to employ staff and to implement the work programme with the associated operational costs. The trustees continue to look at means of generating a diverse base of income streams without adversely affecting member organisations to supplement and underpin its primary purpose, including existing work programmes and activities. The Trustees investment in developing training activities has continued to be developed over the year.

Reserves statement

Restricted funds of £127,426 (2023 - £58,418) will be used during the year for purposes for which they are received.

At the year-end, the charity had an unrestricted surplus in reserves of £770,399 (2023: £1,606,307). Of these reserves, £3,517 was tied up in tangible fixed assets, £382,117 in investments.

The free reserves available to the charity (excluding tangible fixed assets) were £766,882 (2023 £604,482).

The financial reserves that have been set aside since the formation of the organisation are to provide financial stability and the means for the development of the principal activity and support new initiatives. The longer term aim of trustees is to maintain the free reserves at a level that is at least equivalent to three months running costs of the full staffing complement which could exceed £300,000. It will continue to build its training, conferences and events programme as well as developing its membership activity to generate income.

The charity has a balance sheet surplus as at 31 March 2024

Investment policy

Trustees regularly review the amount that the organisation requires, to ensure that it is adequate to fulfil the organisation's continuing obligations. Trustees take professional advice towards the investments; currently adopting a cautious low to medium risk approach.

CHILDREN IN WALES - PLANT YNG NGHYMURU

**REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31 MARCH 2024**

Financial review

As Children in Wales moves into 2024/25, building on the momentum developed during our thirtieth anniversary celebrations, we will do so from a new workspace, with a renewed focus and shared sense of purpose enhanced as we bring together a new strategy.

Our goals for the year to come include:

After a collaborative decision-making process, we will move the organisation to a new, more collaborative office space to both enhance our connectivity with other, likeminded organisations, and to ensure that our place of work is accessible to all colleagues and young people. This move is intended to further reduce our outgoings as we continue to work to ensure the long-term sustainability of CiW.

Launching a new, multi-year strategy, through which our newly adopted values will run. Based on an extensive consultation exercise with key stakeholders (trustees, colleagues, CiW members, young people, Welsh Government, and others), the strategy, and its subsequent implementation period, will provide the foundation for CiW to improve its relationships with members and add to the size and variety of our membership; bring in new income from a more diverse range of sources; and demonstrate to Welsh Government and others our intended medium-term direction, further securing the confidence of key funders in our ability to deliver mutually beneficial outcomes.

Extending our work with parents, through both the Parents Connect programme and via the inclusion of the views of parents in our Child Poverty survey for the first time.

Responding to and seek to influence political changes in tandem with, and on behalf of, our members.

Enhance our participation work with young people via the continued delivery of high quality residentials and shorter sessions, as well as via the Young Wales Festival and a new participation approach called the Big Conversation. We will also seek to increase numbers and broaden the diversity of our Young Wales volunteers through methods like increasing participation at events such as the Urdd Eisteddfod.

Internally, we will seek to improve our approach to inclusion and anti-racism via training, cross-team discussion and the re-establishment of an internal working group tasked with enhancing our approach to EDI.

We will further increase our focus on safeguarding, a key issue for the organisation given the nature of our work and, as a representative body, the need to be demonstrably excellent in our safeguarding policy and practice. To this end we will build on safeguarding enhancement delivered in 23/24 (such as the addition of two more Designated Safeguarding Leads within the team) by completing a safeguarding audit of the organisation, the response to the recommendations of which will be delivered by a newly established Safeguarding Group, featuring representation from across CiW (including Senior Leadership Team and the Trustees).

CHILDREN IN WALES - PLANT YNG NGHYNRU

**REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31 MARCH 2024**

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing document

Children in Wales is both a Registered Charity and a Company Limited by Guarantee governed by its Articles of Association dated 9 October 2012.

Children in Wales is a membership organisation. Full membership is open to organisations and individuals from third, statutory and independent sectors who support the strategic aims of the charity. Membership is also open to young people and volunteers.

The activities of the organisation are driven for the benefit of children and young people in Wales. The Charity and its members are dedicated to a programme of activities based on the mutual desire to benefit children and young people across Wales regardless of gender, class or ethnic background. The activities of the organisation are driven for the benefit of children, young people and their families in Wales. The organisation's approach is inclusive and public participation is encouraged through service user engagement in activities. In particular the Children in Wales 'Young Wales' initiative supports and empowers children and young people to have their say and influence government. Families and carers are also able to have their voices heard through the charity's work with parents and carers.

The organisation is governed by a Trustee Board, comprising up to 12 trustees that meets not less than three times in each financial year (usually quarterly). There is also a Finance & Human Resources Committee (F&HR Sub Committee) that meets quarterly in advance of the Trustee Board. The Trustees elect and appoint the members of the F&HR Committee from the Trustee Board. The F&HR Committee is responsible, under the direction of the Trustees for the overall finances and human resources of the Charity and exercises the powers given to it as approved by the Trustee Board. The Trustee Board has oversight of its work through reports to each of the Trustee Board meetings and the Trustee Board may amend these powers from time to time.

A Policy Council meets three times per year to consider and make recommendations about children and young people's policy issues to the Trustee Board, but has no governance function. The Policy Council comprises up to ten pre-appointed members from key bodies, with a further 21 elected places from the membership, plus the 12 Trustees who are automatically members of the Policy Council.

CHILDREN IN WALES - PLANT YNG NGHYNRU

**REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31 MARCH 2024**

STRUCTURE, GOVERNANCE AND MANAGEMENT

Recruitment and appointment of new trustees

All current members of Children in Wales are eligible to nominate and stand for election and to vote. Members of the Trustee Board must be Members of Children in Wales (by virtue of organisational or individual membership). The Trustee Board comprises up to nine elected and three appointed Trustees. Trustees can serve for up to two consecutive terms of office of three years, following which there must be a break of at least two years before they are eligible to stand for re-election.

Honorary Officers are either appointed at the AGM or elected by the Trustee Board from Board members in a subsequent board meeting.

In order to achieve a balance of representation on the Trustee Board to reflect the diversity of the Charity, Trustees may co-opt additional members following the AGM.

Functions of the Trustee Board include:

- to control the Charity and its property and funds
- to be responsible for the overall governance and strategic direction of Children in Wales
- to develop the aims, objectives and goals of Children in Wales in accordance with the governing document, legal and regulatory guidelines
- to ensure that Children in Wales and its representatives function within the legal and regulatory framework of the sector and in line with the organisation's governing document, continually striving for best practice in governance
- to uphold the fiduciary duty invested in the position, undertaking such duties in a way that adds to public confidence and trust in Children in Wales
- to recruit and appoint the Chief Executive

The Trustee Board is accountable in varying degrees to a variety of individuals and organisations including service users, members, funders, the Charity Commission and Companies House. Trustee Board members are required to sign a Code of Conduct declaration and Register of Interests.

All members of the Trustee Board give their time voluntarily and receive no benefits from the charity. All expenses reclaimed from the charity are set out in Note 10 to the accounts.

Trustee induction and training

New trustees receive an induction pack containing the following enclosures:

- Declaration to act as a Trustee
- Terms of Reference/Job Description/Conflict of Interest briefing
- Code of Conduct
- Declaration of Interest form
- Skills & Knowledge Audit form
- Charity Commission guidance for Trustees, including CC3 - The Essential Trustee: what you need to know & CC3a - Charity Trustee: what's involved
- Welsh Council for Voluntary Action guidance - Trustees & Governance
- Equal Opportunities Monitoring form

Children in Wales Background Information

- Articles of Association
- Membership & Information literature
- Annual Report and Annual Accounts for the previous three years
- Organisational Chart
- List of current Trustees
- Minutes of Annual and Extraordinary General Meetings for the previous three years
- Minutes of the previous three Trustee Board meetings

CHILDREN IN WALES - PLANT YNG NGHYMRU

**REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31 MARCH 2024**

STRUCTURE, GOVERNANCE AND MANAGEMENT

- Copies of Management Accounts prepared since the last audited accounts
- Children in Wales Insurance Policies
- List of Children in Wales' professional advisers
- Information regarding Trustee Board meetings

Prior to their first meeting the new Trustee meets key employees and other trustees, and receives an introduction to the organisation. During their tenure, Trustees are given regular information for trustees from the Charity Commission and other sources and advised of training opportunities and other events relevant to their role.

Organisational structure

The Chief Executive is responsible for the day to day management of the organisation and is accountable to the F&HR Committee for financial and human resources matters, and overall to the Trustee Board. Hugh Russell was appointed as Chief Executive and took up his post in July 2023. Sean O'Neill (Policy Director) and Paula Timms (Business Development and Delivery Director) served as joint interim Chief Executive following the previous Chief Executive's resignation in November 2022. The Policy Director, the Delivery Director, Finance & Operations Director, Administration Manager, and the HR Officer, join the Chief Executive to form the Senior Leadership Team which is in charge of the charity's day to day operation. On 31st March 2024 there were 13 full time and 18 part time staff employed by Children in Wales.

Salaries are reviewed through a benchmarking process in line with other charities. The total employee benefits of the 5 key management personnel of the Charity are as detailed in Note 7 of the financial statements.

Relationships with related parties

Numerous children's organisations in Wales are involved with Children in Wales in a variety of ways. Many are members, others send staff and/or young people to conferences, events, seminars, workshops and training events. As the national representative body for the children's sector in Wales on the Third Sector Partnership Council, Children in Wales also works in partnership with the other national representative bodies such as the Wales Council for Voluntary Action (WCVA).

CHILDREN IN WALES - PLANT YNG NGHYMRU

**REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31 MARCH 2024**

STRUCTURE, GOVERNANCE AND MANAGEMENT

Risk management

The Trustee Board conducts a review of the major risks to which the organisation is exposed. A risk register is maintained and is updated regularly by staff and quarterly with Trustees with appropriate action plans. Where necessary, systems and procedures have been established to mitigate the risks the charity faces.

The three key risks that Trustees identified during 2023/24 were:

1. A Strategic & Financial Risk because the Charity's main funding is drawn from restricted project grants from Welsh Government rather than as core or unrestricted funds. This could potentially lead to deflection from the basis upon which the organisation was formed and offers a challenge to its neutral umbrella representation function. A reduction in grant funding could lead to reduction in work with a consequent reduction in size of the charity. To mitigate this, staff and trustees are advocating to funders the need for core funding to exercise the national umbrella representational function and also developing an income generation strategy to diversify funding. The organisational strategic direction is regularly reviewed with project partners and clear messages are communicated to members and wider stakeholders. Investment in ensuring that relationships with Welsh Government remain constructive and that CiW's impact is clearly and regularly demonstrated is a management priority, both in terms of achieving our mission, but also in mitigating this risk.
2. An Operational Risk in relation to safeguarding as the organisation increases its face-to-face direct work with children and young people. This risk is mitigated through intensive staff training, the appointment of several Designated Safeguarding Leads and regularly reviewed protocols, processes, risk assessments and the commissioning of an internal safeguarding audit, due to report in 24/25.
3. A Financial Risk due to the underfunding of the Pension fund. This risk, which has been a concern for the organisation for several years, has now been resolved by moving all staff to a new pension provider and closing the old Local Government Pension Scheme.

REFERENCE AND ADMINISTRATIVE DETAILS

Registered Company number
2805996 (Wales)

Registered Charity number
1020313

Registered office
Cardiff University Social Science
Research Park
Maindy Road
Cardiff
Glamorgan
CF24 4HQ

CHILDREN IN WALES - PLANT YNG NGHYMRU

**REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31 MARCH 2024**

Trustees

S Bhogal
S Crawley
D Jones
Dr J Hails (appointed 7.11.23)
H Jones
L Maguire
J Murphy
H Perry (appointed 4.6.24)
K Simmons (appointed 7.11.23)
H Uddin (appointed 11.3.24)
J Williams
B Webber (resigned 12.3.24)
C Bija (resigned 7.11.23)
N John (resigned 7.11.23)
F Ahmed (resigned 26.9.23)
K Eldridge (resigned 7.11.23)
N Patrick (resigned 7.11.23)

Company Secretary

H D P Russell

Auditors

Bevan Buckland LLP
Chartered Accountants
And Statutory Auditors
Ground Floor Cardigan House
Castle Court
Swansea Enterprise Park
Swansea
SA7 9LA

STATEMENT OF TRUSTEES' RESPONSIBILITIES

The trustees (who are also the directors of Children in Wales - Plant Yng Nghymru for the purposes of company law) are responsible for preparing the Report of the Trustees 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 which give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that period. In preparing those financial statements, the trustees are required to

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charity SORP;
- make judgements and 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 business.

The trustees are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the charitable company and to 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.

CHILDREN IN WALES - PLANT YNG NGHYMRU

**REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31 MARCH 2024**

STATEMENT OF TRUSTEES' RESPONSIBILITIES - continued

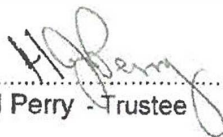
In so far as the trustees are aware:

- there is no relevant audit information of which the charitable company's auditors are unaware;
and
- the trustees have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditors are aware of that information.

AUDITORS

The auditors, Bevan Buckland LLP, will be proposed for re-appointment at the forthcoming Annual General Meeting.

Report of the trustees, incorporating a strategic report, approved by order of the board of trustees, as the company directors, on16.11.24..... and signed on the board's behalf by:


.....
H Perry - Trustee

**REPORT OF THE INDEPENDENT AUDITORS TO THE MEMBERS OF
CHILDREN IN WALES - PLANT YNG NGHYMRU**

Opinion

We have audited the financial statements of Children in Wales - Plant Yng Nghymru (the 'charitable company') for the year ended 31 March 2024 which comprise the Statement of Financial Activities, the Balance Sheet, the Cash Flow Statement and notes to the financial statements, 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 (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 2024 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 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 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.

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 Report of the Independent Auditors 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.

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 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.

Prior year Audit by Another Auditor

The financial statements of the Charitable Company for the period ended 31 March 2023 were audited by another auditor who expressed an unmodified opinion. We have reviewed the predecessor auditor's report and considered its implications on the current year's financial statements.

**REPORT OF THE INDEPENDENT AUDITORS TO THE MEMBERS OF
CHILDREN IN WALES - PLANT YNG NGHYMRU**

Opinions 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 Report of the Trustees for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the Report of the Trustees has 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 charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the Report of the Trustees.

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 trustees

As explained more fully in the Statement of Trustees' Responsibilities, 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.

**REPORT OF THE INDEPENDENT AUDITORS TO THE MEMBERS OF
CHILDREN IN WALES - PLANT YNG NGHYMRU**

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 a Report of the Independent Auditors 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.

The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

Extent to which the audit was considered capable of detecting irregularities, including fraud

We identify and assess the risks of material misstatement of the Financial Statements, whether due to fraud or error, and then, design and perform audit procedures responsive to those risks, including obtaining audit evidence that is sufficient and appropriate to provide a basis for our opinion.

We discussed our audit independence complying with the Revised Ethical Standard 2019 with the engagement team members whilst planning the audit and continually monitored our independence throughout the process.

Identifying and assessing potential risks related to irregularities.

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:

- enquiring of management, including obtaining and reviewing support documentation, concerning the charitable company's policies and procedures relating to:
 - identifying, evaluating, and complying with laws and regulations and whether they were aware of any instances of non-compliance;
 - detecting and responding to the risks of fraud and whether they have knowledge of any actual, suspected or alleged fraud;
 - internal controls established to mitigate risks related to fraud or non-compliance with laws and regulations;
- discussing among the engagement team how and where fraud might occur in the Financial Statements and any potential indicators of fraud.
- obtaining an understanding of the legal and regulatory frameworks that the charitable company operates in, focusing on those laws and regulations that had a direct effect on the Financial Statements or that had a fundamental effect on the operations of the charitable company. The key laws and regulations we considered in this context included the UK Companies Act and relevant tax legislation.

Audit response to risks identified

In addition to the above, our procedures to respond to risks identified included the following:

- reviewing the financial statement disclosures and testing to supporting documentation to assess compliance with relevant laws and regulations;
- enquiring of management concerning actual and potential litigation and claims; performing analytical procedures to identify any unusual or unexpected relationships that may indicate risks of material misstatement due to fraud;
- reading minutes of meetings of those charged with governance and reviewing correspondence with HMRC;
- in addressing the risk of fraud through management override of controls, testing the appropriateness of journal entries and other adjustments;
- assessing whether the judgements made in making accounting estimates are indicative of a potential bias; and
- evaluating the business rationale of any significant transactions that are unusual or outside the normal course of business.

We also communicated relevant identified laws and regulations and potential fraud risks to all engagement team members and remained alert to any indications of fraud or non-compliance with laws and regulations throughout the audit.

**REPORT OF THE INDEPENDENT AUDITORS TO THE MEMBERS OF
CHILDREN IN WALES - PLANT YNG NGHYMRU**

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 Report of the Independent Auditors.

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 the charitable company's members as a body, for our audit work, for this report, or for the opinions we have formed.



Michael Jones (Senior Statutory Auditor)
for and on behalf of Bevan Buckland LLP
Chartered Accountants
And Statutory Auditors
Ground Floor Cardigan House
Castle Court
Swansea Enterprise Park
Swansea
SA7 9LA

Date: 19/11/2024

CHILDREN IN WALES - PLANT YNG NGHYNRU

**STATEMENT OF FINANCIAL ACTIVITIES
(INCORPORATING AN INCOME AND EXPENDITURE ACCOUNT)
FOR THE YEAR ENDED 31 MARCH 2024**

	Notes	Unrestricted funds £	Restricted funds £	2024 Total funds £	2023 Total funds £
INCOME AND ENDOWMENTS FROM					
Donations and legacies	2	2,850	5,250	8,100	9,210
Charitable activities	5				
Better connected CYP & w/force		86,114	304,385	390,499	374,845
Influencing practice & development through representation & Consultation		99,151	350,471	449,622	431,597
Better informed CYP & w/force		123,931	438,057	561,988	539,457
Membership & Support Services		16,895	59,712	76,607	80,093
Governance Costs		24,396	86,222	110,618	106,183
Other trading activities	3	316,084	-	316,084	40,000
Investment income	4	16,587	-	16,587	16,399
Total		<u>686,008</u>	<u>1,244,097</u>	<u>1,930,105</u>	<u>1,597,784</u>
EXPENDITURE ON					
Charitable activities	6				
Better connected CYP & w/force		147,791	323,149	470,940	449,138
Influencing practice & development through representation & Consultation		150,474	329,026	479,500	420,423
Better informed CYP & w/force		217,650	475,911	693,561	661,393
Membership & Support Services		21,497	47,003	68,500	65,399
Support Costs		2,439	-	2,439	-
Total		<u>539,851</u>	<u>1,175,089</u>	<u>1,714,940</u>	<u>1,596,353</u>
Net gains/(losses) on investments		<u>12,935</u>	<u>-</u>	<u>12,935</u>	<u>(28,440)</u>
NET INCOME/(EXPENDITURE)		159,092	69,008	228,100	(27,009)
Other recognised gains/(losses)					
Gains/(losses) on revaluation of fixed assets		<u>(995,000)</u>	<u>-</u>	<u>(995,000)</u>	<u>2,074,000</u>
Net movement in funds		(835,908)	69,008	(766,900)	2,046,991
RECONCILIATION OF FUNDS					
Total funds brought forward		1,606,307	58,418	1,664,725	(382,266)
TOTAL FUNDS CARRIED FORWARD		<u>770,399</u>	<u>127,426</u>	<u>897,825</u>	<u>1,664,725</u>

The notes form part of these financial statements

CHILDREN IN WALES - PLANT YNG NGHYNRU

**BALANCE SHEET
31 MARCH 2024**

	Notes	Unrestricted funds £	Restricted funds £	2024 Total funds £	2023 Total funds £
FIXED ASSETS					
Tangible assets	12	3,517	-	3,517	6,825
Investments	13	<u>382,117</u>	<u>-</u>	<u>382,117</u>	<u>371,621</u>
		385,634	-	385,634	378,446
CURRENT ASSETS					
Debtors	14	380,433	-	380,433	113,667
Cash at bank and in hand		<u>158,903</u>	<u>127,426</u>	<u>286,329</u>	<u>363,408</u>
		539,336	127,426	666,762	477,075
CREDITORS					
Amounts falling due within one year	15	<u>(138,799)</u>	<u>-</u>	<u>(138,799)</u>	<u>(144,582)</u>
NET CURRENT ASSETS		<u>400,537</u>	<u>127,426</u>	<u>527,963</u>	<u>332,493</u>
TOTAL ASSETS LESS CURRENT LIABILITIES		786,171	127,426	913,597	710,939
CREDITORS					
Amounts falling due after more than one year	16	<u>(15,772)</u>	<u>-</u>	<u>(15,772)</u>	<u>(41,214)</u>
PENSION ASSET	20	<u>-</u>	<u>-</u>	<u>-</u>	<u>995,000</u>
NET ASSETS		<u>770,399</u>	<u>127,426</u>	<u>897,825</u>	<u>1,664,725</u>
FUNDS	19				
Unrestricted funds				770,399	1,606,307
Restricted funds				<u>127,426</u>	<u>58,418</u>
TOTAL FUNDS				<u>897,825</u>	<u>1,664,725</u>

The financial statements were approved by the Board of Trustees and authorised for issue on 16.11.24 and were signed on its behalf by:


H Jones - Trustee

The notes form part of these financial statements

CHILDREN IN WALES - PLANT YNG NGHYMURU

**CASH FLOW STATEMENT
FOR THE YEAR ENDED 31 MARCH 2024**

	Notes	2024 £	2023 £
Cash flows from operating activities			
Cash generated from operations	1	<u>(90,999)</u>	<u>62,678</u>
Net cash (used in)/provided by operating activities		<u>(90,999)</u>	<u>62,678</u>
Cash flows from investing activities			
Purchase of fixed asset investments		(98,804)	(139,781)
Purchase of investment property		(12,935)	-
Sale of fixed asset investments		114,178	112,517
Sale of investment property		-	28,440
Interest received		<u>16,587</u>	<u>16,399</u>
Net cash provided by investing activities		<u>19,026</u>	<u>17,575</u>
Cash flows from financing activities			
Loan repayments in year		<u>(5,106)</u>	<u>(4,117)</u>
Net cash used in financing activities		<u>(5,106)</u>	<u>(4,117)</u>
Change in cash and cash equivalents in the reporting period		<u>(77,079)</u>	<u>76,136</u>
Cash and cash equivalents at the beginning of the reporting period		<u>363,408</u>	<u>287,272</u>
Cash and cash equivalents at the end of the reporting period		<u><u>286,329</u></u>	<u><u>363,408</u></u>

The notes form part of these financial statements

CHILDREN IN WALES - PLANT YNG NGHMYMRU

NOTES TO THE CASH FLOW STATEMENT
FOR THE YEAR ENDED 31 MARCH 2024

1. 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)	228,100	(27,009)
Adjustments for:		
Depreciation charges	3,307	3,217
(Gain)/losses on investments	(12,935)	28,440
Interest received	(16,587)	(16,399)
Increase in debtors	(266,766)	(59)
(Decrease)/increase in creditors	(26,118)	23,488
Difference between pension charge and cash contributions	-	51,000
Net cash (used in)/provided by operations	<u>(90,999)</u>	<u>62,678</u>

2. ANALYSIS OF CHANGES IN NET FUNDS

	At 1.4.23 £	Cash flow £	At 31.3.24 £
Net cash			
Cash at bank and in hand	<u>363,408</u>	<u>(77,079)</u>	<u>286,329</u>
	<u>363,408</u>	<u>(77,079)</u>	<u>286,329</u>
Debt			
Debts falling due within 1 year	(5,906)	684	(5,222)
Debts falling due after 1 year	<u>(20,195)</u>	<u>4,423</u>	<u>(15,772)</u>
	<u>(26,101)</u>	<u>5,107</u>	<u>(20,994)</u>
Total	<u>337,307</u>	<u>(71,972)</u>	<u>265,335</u>

The notes form part of these financial statements

CHILDREN IN WALES - PLANT YNG NGHYNRU

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2024**

1. ACCOUNTING POLICIES

Basis of preparing the financial statements

The financial statements of the charitable company, which is a public benefit entity under FRS 102, 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)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Companies Act 2006. The financial statements have been prepared under the historical cost convention, with the exception of investments which are included at market value, as modified by the revaluation of certain assets.

The financial statements are prepared in sterling, which is the functional currency of the charity. Monetary amounts in these financial are rounded to the nearest £.

The financial statements have been prepared under the historical cost convention, unless otherwise stated in the relevant accounting policy. The principal accounting policies adopted are set out below.

Going Concern

At the time of approving the accounts, the trustees have a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. Thus the trustees continue to adopt the going concern basis of accounting in preparing the accounts.

Critical accounting judgements and key sources of estimation uncertainty

In the application of the charity's accounting policies, the trustees are required to make judgements, estimates and assumptions about the carrying amount of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised where the revision affects only that period, or in the period of the revision and future periods where the revision affects both current and future periods.

Key Sources of estimation uncertainty

Defined benefit of estimation uncertainty

As set out in the notes, the charity operates a defined benefit pension scheme for all qualifying employees. The accounting cost of these benefits and the present value of the pension liabilities involved judgements about uncertain events including such factors as the life expectancy of members, the salary progression of current employees, price inflation and the discount rate used to calculate the net present value of the future pension payments. Estimates are used for all of these factors in determining the pension costs and liabilities incorporated in the financial statements. The assumptions reflect historical experience and judgement regarding future expectations and external actuarial specialists are also used to assist the exercise.

In the prior year, the management carefully considered the extent to which a pension asset should be recognised under accounting standards, and following advice and guidance given under FRS102, have considered recognising the full pension asset in line with the actuary valuation.

Income

All income is recognised in the Statement of Financial Activities once the charity has entitlement to the funds, it is probable that the income will be received and the amount can be measured reliably.

CHILDREN IN WALES - PLANT YNG NGHYMRU

**NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2024**

1. ACCOUNTING POLICIES - continued

Income

Income is primarily devised from grant income supporting the principal objects of the charity. The following specific policies are applied to particular categories of income. Grant income is recognised when it is reasonably certain to be received and only deferred where the donor has imposed restrictions on the expenditure or resources which amount to pre-conditions on use.

Investment income is included when receivable.

Membership, training and consultancy income is recognised in the period to which it relates with any amounts received in advance being deferred.

Expenditure

Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, 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 accounted for on an accruals basis and has been classified under headings that aggregate all costs related to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources.

Expenditure on charitable activities includes all costs relating to the furtherance of the charity's objectives as stated in the trustees report and their associated support costs. Governance costs comprise all costs involving public accountability of the charity and its compliance with regulation and good practice.

Costs are allocated between direct charitable expenditure and other expenditure according to the nature of the cost. Where items relate to more than one category they are apportioned between the categories according to the nature of the cost.

Governance costs include those costs associated with meeting the constitutional and statutory requirements of the charity and include the audit fees and costs linked to the strategic management of the charity.

All resources expended are classified under activity headings that aggregate all costs related to the category.

Grants offered subject to conditions which have not been met at the year end date are noted as a commitment but not accrued as expenditure.

Charitable funds

Unrestricted funds are available for use at the discretion of the trustees in furtherance to their charitable objectives.

Designated funds comprise funds which have been set aside at the discretion of the trustees for specific purposes. The purposes and users of the designated funds are set out in the notes to the financial statements.

Restricted funds are subject to specific conditions by donors as to how they may be used. The purposes and uses of the restricted funds are set out in the notes to the financial statements.

Tangible fixed assets

Depreciation is provided at the following annual rates in order to write off each asset over its estimated useful life.

Plant and machinery	- 15% reducing balance
Fixtures and fittings	- 25% on cost

CHILDREN IN WALES - PLANT YNG NGHYMRU

**NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2024**

1. ACCOUNTING POLICIES - continued

Tangible fixed assets

Computer equipment - 33% on cost

It is the charity's accounting policy to not capitalise items with an individual value of £2,000 or less.

The gain or loss arising on the disposal of an asset is determined as the difference between the sale proceeds and the carrying value of the asset, and is recognised in the statement of financial activities.

Taxation

The charity is exempt from corporation tax on its charitable activities.

Fund accounting

Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the trustees.

Restricted funds can only be used for particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

Further explanation of the nature and purpose of each fund is included in the notes to the financial statements.

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.

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.

Creditors and provisions

Creditors and provisions are recognised where the company has a present obligation (legal and constructive) 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.

Financial instruments

The charitable company has elected to apply the provisions of Section 11 'Basic Financial Instruments' and Section 12 'Other Financial Instruments Issues' of FRS 102 to all of its financial instruments.

Financial instruments are recognised in the company's balance sheet when the company becomes party to the contractual provisions of the instrument.

Financial assets and liabilities are offset, with the net amounts presented in the financial statements, when there is a legally enforceable right to set off the recognised amounts and there is an intention to settle on a net basis or to realise the asset and settle the liability simultaneously.

Basic financial assets

Basic financial assets, which include debtors and cash and bank balances, are initially measured at transaction price including transaction costs and are subsequently carried at amortised cost using the effective interest method unless the arrangement constitutes a financing transaction, where the transaction is measured at the present value of the future receipts discounted at a market rate of interest. Financial assets classified as receivable within one year are not amortised.

**NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2024**

1. ACCOUNTING POLICIES - continued

Impairment of financial assets

Financial assets, other than those held at fair value through profit and loss, are assessed for indicators of impairment at each reporting end date.

Financial assets are impaired where there is objective evidence that, as a result of one or more events that occurred after the initial recognition of the financial asset, the estimated future cash flows have been affected. The impairment loss is recognised in profit or loss.

If there is a decrease in the impairment loss arising from an event occurring after the impairment was recognised, the impairment is reversed. The reversal is such that the current carrying amount does not exceed what the carrying amount would have been, had the impairment not previously been recognised. The impairment reversal is recognised in profit or loss.

Derecognition of financial assets

Financial assets are derecognised only when the contractual rights to the cash flows from the asset expire or are settled, or when the company transfers the financial asset and substantially all the risks and rewards of ownership to another entity.

Basic financial liabilities

Basic financial liabilities, including creditors, bank loans, loans from fellow group companies and preference shares that are classified as debt, are initially recognised at transaction price unless the arrangement constitutes a financing transaction, where the debt instrument is measured at the present value of the future payments discounted at a market rate of interest. Financial liabilities classified as payable within one year are not amortised.

Debt instruments are subsequently carried at amortised cost, using the effective interest rate method.

Trade creditors are obligations to pay for goods or services that have been acquired in the ordinary course of business from suppliers. Amounts payable are classified as current liabilities if payment is due within one year or less. If not, they are presented as non-current liabilities. Trade creditors are recognised initially at transaction price and subsequently measured at amortised cost using the effective interest method.

Derecognition of financial liabilities

Financial liabilities are derecognised when the company's contractual obligations expire or are discharged or cancelled

Custodian Funds

The charity holds certain funds as a custodian on behalf of other entities. These custodian funds are held separately from the charity's own funds and are not included in the charity's Statement of Financial Activities. As of 31 March 2024, the total amount of custodian funds held was £1,508,709 (2023 £1,440,459). These funds are held in accordance with specific terms and conditions agreed upon with the fund beneficiaries.

CHILDREN IN WALES - PLANT YNG NGHMYRU
NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2024

2. DONATIONS AND LEGACIES

	2024	2023
	£	£
Donations	<u>8,100</u>	<u>9,210</u>

3. OTHER TRADING ACTIVITIES

	2024	2023
	£	£
Other Income	<u>316,084</u>	<u>40,000</u>

Included within other income is an amount of £307,000 relating to the exit from the defined benefit pension scheme (for further information please refer to Note 19).

4. INVESTMENT INCOME

	2024	2023
	£	£
Deposit account interest	410	631
Income from listed investments	<u>16,177</u>	<u>15,768</u>
	<u>16,587</u>	<u>16,399</u>

5. INCOME FROM CHARITABLE ACTIVITIES

	Better connected CYP & w/force £	Influencing practice & development through representation & Consultation £	Better informed CYP & w/force £
Grants	303,277	349,194	436,462
Consultancy	32,474	37,391	46,736
Membership Subscriptions	2,771	3,190	3,987
Training income	51,977	59,847	74,803
Miscellaneous income	-	-	-
Seminar and event income	-	-	-
	<u>390,499</u>	<u>449,622</u>	<u>561,988</u>

CHILDREN IN WALES - PLANT YNG NGHYNMRU

**NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2024**

5. INCOME FROM CHARITABLE ACTIVITIES - continued

			2024	2023
	Membership & Support Services	Governance Costs	Total activities	Total activities
	£	£	£	£
Grants	59,495	85,909	1,234,337	1,229,762
Consultancy	6,371	9,200	132,172	125,103
Membership Subscriptions	544	785	11,277	6,558
Training income	10,197	14,724	211,548	162,018
Miscellaneous income	-	-	-	8,538
Seminar and event income	-	-	-	196
	<u>76,607</u>	<u>110,618</u>	<u>1,589,334</u>	<u>1,532,175</u>

Grants received, included in the above, are as follows:

	2024	2023
	£	£
Welsh Government - Core Grant	794,501	744,700
Welsh Government - Children's Act	27,044	40,566
Welsh Government - Parent Participation	43,521	31,047
Voices from Care	45,378	57,034
Welsh Government - Price of Pupil Poverty Programme	79,288	69,175
WCVA	80,694	3,501
The Young Foundation	80,392	8,000
British Youth Council	-	10,000
Welsh Government - Young Carers	-	6,118
Welsh Government - SSSG	10,000	10,000
Welsh Government - Additional Learning Needs Grants	35,601	179,164
Welsh Government - Grants/ Kickstart Scheme	-	18,423
Welsh Government - Third Sector Voter Registration Support Grant	-	9,000
National Museum Cardiff	-	2,500
Welsh Government - NYSG	-	13,500
Welsh Government - Informal use of Welsh	-	24,034
Equality and Human Rights Commission	-	3,000
The National Lottery	9,950	-
CTM Early Years Transformation	6,153	-
BBC Children in Need	6,815	-
Electoral Commission	15,000	-
	<u>1,234,337</u>	<u>1,229,762</u>

CHILDREN IN WALES - PLANT YNG NGHMYRU

**NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2024**

6. CHARITABLE ACTIVITIES COSTS

	Direct Costs £	Grant funding of activities (see note 7) £	Support costs (see note 8) £	Totals £
Better connected CYP & w/force	383,814	1,467	85,659	470,940
Influencing practice & development through representation & Consultation	390,798	1,492	87,210	479,500
Better informed CYP & w/force	565,260	2,158	126,143	693,561
Membership & Support Services	55,829	213	12,458	68,500
Support Costs	<u>2,439</u>	<u>-</u>	<u>-</u>	<u>2,439</u>
	<u>1,398,140</u>	<u>5,330</u>	<u>311,470</u>	<u>1,714,940</u>

7. GRANTS PAYABLE

	2024 £	2023 £
Better connected CYP & w/force	1,467	42,915
Influencing practice & development through representation & Consultation	1,492	43,695
Better informed CYP & w/force	2,158	63,201
Membership & Support Services	<u>213</u>	<u>6,242</u>
	<u>5,330</u>	<u>156,053</u>

The total grants paid to institutions during the year was as follows:

	2024 £	2023 £
Grants	<u>5,330</u>	<u>156,053</u>

8. SUPPORT COSTS

	Support costs £
Better connected CYP & w/force	85,659
Influencing practice & development through representation & Consultation	87,210
Better informed CYP & w/force	126,143
Membership & Support Services	<u>12,458</u>
	<u>311,470</u>

CHILDREN IN WALES - PLANT YNG NGHYNRU

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2024

9. NET INCOME/(EXPENDITURE)

Net income/(expenditure) is stated after charging/(crediting):

	2024	2023
	£	£
Auditors' remuneration	10,450	10,755
Auditors' remuneration for non audit work	3,000	3,213
Depreciation - owned assets	<u>3,308</u>	<u>3,217</u>

10. TRUSTEES' REMUNERATION AND BENEFITS

There were no trustees' remuneration or other benefits for the year ended 31 March 2024 nor for the year ended 31 March 2023.

Trustees' expenses

	2024	2023
	£	£
Trustees' expenses	<u>23</u>	<u>26</u>

11. STAFF COSTS

	2024	2023
	£	£
Wages and salaries	930,833	777,760
Social security costs	90,645	73,256
Other pension costs	<u>140,738</u>	<u>216,517</u>
	<u>1,162,216</u>	<u>1,067,533</u>

The average monthly number of employees during the year was as follows:

	2024	2023
Employees	<u>30</u>	<u>29</u>

The total employee benefits of the key management personnel of the charity was £245,972 (2023: £313,394).

There were no employees whose annual remuneration was £60,000 or more in both the current year and prior year.

CHILDREN IN WALES - PLANT YNG NGHYNRU

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2024

12. TANGIBLE FIXED ASSETS

	Plant and machinery £	Fixtures and fittings £	Computer equipment £	Totals £
COST				
At 1 April 2023 and 31 March 2024	<u>924</u>	<u>10,297</u>	<u>7,384</u>	<u>18,605</u>
DEPRECIATION				
At 1 April 2023	693	5,253	5,834	11,780
Charge for year	<u>139</u>	<u>2,619</u>	<u>550</u>	<u>3,308</u>
At 31 March 2024	<u>832</u>	<u>7,872</u>	<u>6,384</u>	<u>15,088</u>
NET BOOK VALUE				
At 31 March 2024	<u>92</u>	<u>2,425</u>	<u>1,000</u>	<u>3,517</u>
At 31 March 2023	<u>231</u>	<u>5,044</u>	<u>1,550</u>	<u>6,825</u>

13. FIXED ASSET INVESTMENTS

	Listed investments £	Cash in portfolio £	Totals £
MARKET VALUE			
At 1 April 2023	364,982	6,639	371,621
Additions	98,804	-	98,804
Disposals	(101,243)	-	(101,243)
Revaluations	15,384	-	15,384
Exchange differences	<u>-</u>	<u>(2,449)</u>	<u>(2,449)</u>
At 31 March 2024	<u>377,927</u>	<u>4,190</u>	<u>382,117</u>
NET BOOK VALUE			
At 31 March 2024	<u>377,927</u>	<u>4,190</u>	<u>382,117</u>
At 31 March 2023	<u>364,982</u>	<u>6,639</u>	<u>371,621</u>

There were no investment assets outside the UK.

Cost or valuation at 31 March 2024 is represented by:

	Listed investments £	Cash in portfolio £	Totals £
Valuation in 2024	<u>377,927</u>	<u>4,190</u>	<u>382,117</u>

CHILDREN IN WALES - PLANT YNG NGHYNMRU

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2024

14. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2024	2023
	£	£
Trade debtors	54,181	95,923
Other debtors	307,000	-
Prepayments and accrued income	19,252	17,744
	<u>380,433</u>	<u>113,667</u>

15. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2024	2023
	£	£
Bank loans and overdrafts (see note 17)	5,222	5,906
Trade creditors	11,093	53,121
VAT	4,541	9,884
Other creditors	-	14,302
Accruals and deferred income	13,108	38,130
Accrued expenses	104,835	23,239
	<u>138,799</u>	<u>144,582</u>

16. CREDITORS: AMOUNTS FALLING DUE AFTER MORE THAN ONE YEAR

	2024	2023
	£	£
Bank loans (see note 17)	15,772	20,195
Other creditors	-	21,019
	<u>15,772</u>	<u>41,214</u>

17. LOANS

An analysis of the maturity of loans is given below:

	2024	2023
	£	£
Amounts falling due within one year on demand:		
Bank loans	<u>5,222</u>	<u>5,906</u>
Amounts falling between one and two years:		
Bank loans - 1-2 years	<u>5,012</u>	<u>5,012</u>
Amounts falling due between two and five years:		
Bank loans - 2-5 years	<u>4,577</u>	<u>4,577</u>
Amounts falling due in more than five years:		
Repayable otherwise than by instalments:		
Bank loans more 5 yrs non-inst	<u>6,183</u>	<u>10,606</u>

CHILDREN IN WALES - PLANT YNG NGHYNRU

**NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2024**

18. LEASING AGREEMENTS

Minimum lease payments under non-cancellable operating leases fall due as follows:

	2024 £	2023 £
Within one year	24,288	44,814
Between one and five years	1,032	173,487
In more than five years	-	103,630
	<u>25,320</u>	<u>321,931</u>

19. MOVEMENT IN FUNDS

	At 1.4.23 £	Net movement in funds £	Transfers between funds £	At 31.3.24 £
Unrestricted funds				
General fund	611,307	(835,908)	995,000	770,399
Pension Reserve	<u>995,000</u>	<u>-</u>	<u>(995,000)</u>	<u>-</u>
	1,606,307	(835,908)	-	770,399
Restricted funds				
Various small grants	15,404	49,210	-	64,614
WG - Children in Wales Grant	35,246	(35,246)	-	-
WG informal use of Welsh Consultancy	7,768	(7,768)	-	-
WCVA Volunteer Co-ordinator	<u>-</u>	<u>62,812</u>	<u>-</u>	<u>62,812</u>
	<u>58,418</u>	<u>69,008</u>	<u>-</u>	<u>127,426</u>
TOTAL FUNDS	<u>1,664,725</u>	<u>(766,900)</u>	<u>-</u>	<u>897,825</u>

Net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Gains and losses £	Movement in funds £
Unrestricted funds				
General fund	686,008	(539,851)	(982,065)	(835,908)
Restricted funds				
Getting Ready Project	45,378	(45,378)	-	-
Price of Pupil Poverty	79,288	(79,288)	-	-
Various small grants	132,360	(83,150)	-	49,210
WG - Children in Wales Grant	870,122	(905,368)	-	(35,246)
WG informal use of Welsh Consultancy	8,011	(15,779)	-	(7,768)
WCVA Volunteer Co-ordinator	80,694	(17,882)	-	62,812
Sponsorship YW Festival	1,200	(1,200)	-	-
WG - CA	<u>27,044</u>	<u>(27,044)</u>	<u>-</u>	<u>-</u>
	<u>1,244,097</u>	<u>(1,175,089)</u>	<u>-</u>	<u>69,008</u>
TOTAL FUNDS	<u>1,930,105</u>	<u>(1,714,940)</u>	<u>(982,065)</u>	<u>(766,900)</u>

CHILDREN IN WALES - PLANT YNG NGHYNRU

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2024

19. MOVEMENT IN FUNDS - continued

Comparatives for movement in funds

	At 1.4.22 £	Net movement in funds £	Transfers between funds £	At 31.3.23 £
Unrestricted funds				
General fund	617,749	(15,633)	9,191	611,307
Pension Reserve	<u>(1,028,000)</u>	<u>2,023,000</u>	-	<u>995,000</u>
	(410,251)	2,007,367	9,191	1,606,307
Restricted funds				
Getting Ready Project	1,094	-	(1,094)	-
Price of Pupil Poverty	3,770	-	(3,770)	-
Various small grants	5,051	16,688	(6,335)	15,404
WG - Children in Wales Grant	20,078	15,168	-	35,246
WG informal use of Welsh Consultancy	-	7,768	-	7,768
WCVA Volunteer Co-ordinator	<u>(2,008)</u>	<u>-</u>	<u>2,008</u>	<u>-</u>
	27,985	39,624	(9,191)	58,418
TOTAL FUNDS	<u>(382,266)</u>	<u>2,046,991</u>	<u>-</u>	<u>1,664,725</u>

Comparative net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Gains and losses £	Movement in funds £
Unrestricted funds				
General fund	382,386	(420,579)	22,560	(15,633)
Pension Reserve	<u>-</u>	<u>-</u>	<u>2,023,000</u>	<u>2,023,000</u>
	382,386	(420,579)	2,045,560	2,007,367
Restricted funds				
Getting Ready Project	57,034	(57,034)	-	-
Price of Pupil Poverty	69,175	(69,175)	-	-
TSANA ALN Training Project	18,116	(18,116)	-	-
Various small grants	85,599	(68,911)	-	16,688
WG - ALN Distribution Grant	145,126	(145,126)	-	-
WG - Children in Wales Grant	816,313	(801,145)	-	15,168
WG informal use of Welsh Consultancy	<u>24,035</u>	<u>(16,267)</u>	<u>-</u>	<u>7,768</u>
	1,215,398	(1,175,774)	-	39,624
TOTAL FUNDS	<u>1,597,784</u>	<u>(1,596,353)</u>	<u>2,045,560</u>	<u>2,046,991</u>

CHILDREN IN WALES - PLANT YNG NGHYNRU

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2024

19. MOVEMENT IN FUNDS - continued

A current year 12 months and prior year 12 months combined position is as follows:

	At 1.4.22 £	Net movement in funds £	Transfers between funds £	At 31.3.24 £
Unrestricted funds				
General fund	617,749	(851,541)	1,004,191	770,399
Pension Reserve	<u>(1,028,000)</u>	<u>2,023,000</u>	<u>(995,000)</u>	<u>-</u>
	(410,251)	1,171,459	9,191	770,399
Restricted funds				
Getting Ready Project	1,094	-	(1,094)	-
Price of Pupil Poverty	3,770	-	(3,770)	-
Various small grants	5,051	65,898	(6,335)	64,614
WG - Children in Wales Grant	20,078	(20,078)	-	-
WCVA Volunteer Co-ordinator	<u>(2,008)</u>	<u>62,812</u>	<u>2,008</u>	<u>62,812</u>
	<u>27,985</u>	<u>108,632</u>	<u>(9,191)</u>	<u>127,426</u>
TOTAL FUNDS	<u>(382,266)</u>	<u>1,280,091</u>	<u>-</u>	<u>897,825</u>

A current year 12 months and prior year 12 months combined net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Gains and losses £	Movement in funds £
Unrestricted funds				
General fund	1,068,394	(960,430)	(959,505)	(851,541)
Pension Reserve	<u>-</u>	<u>-</u>	<u>2,023,000</u>	<u>2,023,000</u>
	1,068,394	(960,430)	1,063,495	1,171,459
Restricted funds				
Getting Ready Project	102,412	(102,412)	-	-
Price of Pupil Poverty	148,463	(148,463)	-	-
TSANA ALN Training Project	18,116	(18,116)	-	-
Various small grants	217,959	(152,061)	-	65,898
WG - ALN Distribution Grant	145,126	(145,126)	-	-
WG - Children in Wales Grant	1,686,435	(1,706,513)	-	(20,078)
WG informal use of Welsh Consultancy	32,046	(32,046)	-	-
WCVA Volunteer Co-ordinator	80,694	(17,882)	-	62,812
Sponsorship YW Festival	1,200	(1,200)	-	-
WG - CA	<u>27,044</u>	<u>(27,044)</u>	<u>-</u>	<u>-</u>
	<u>2,459,495</u>	<u>(2,350,863)</u>	<u>-</u>	<u>108,632</u>
TOTAL FUNDS	<u>3,527,889</u>	<u>(3,311,293)</u>	<u>1,063,495</u>	<u>1,280,091</u>

Getting Ready Project - Grant aim is to increase the housing support available to vulnerable young people who are transitioning from local authority care.

CHILDREN IN WALES - PLANT YNG NGHYNRU

**NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2024**

19. MOVEMENT IN FUNDS - continued

Price of Pupil Poverty - Funding received is to develop a suite of guides aimed at schools and educations to raise awareness of the impact of poverty on pupils. Furthermore a designated officer is to be recruited to work directly with schools for training and support.

Welsh Government ALN Distribution grant - Award of Funding in relation to grant funding for distribution to Additional Learning Needs organisations for costs incurred to increase understanding of the new ALN system.

Welsh Government Children in Wales Grant - grant to deliver a project entitled 'Tackling poverty and promoting children's rights - children and families policy, practice and strategic development programme.

Welsh Government - Informal Use of Welsh Government on the informal use to Welsh.

WCVA Volunteer Co-ordinator - Support grant to employ a Volunteer Coordinator in to encourage the engagement of new young volunteers into the third sector.

20. EMPLOYEE BENEFIT OBLIGATIONS

Defined benefit scheme

During the year, the Trustees reviewed the position of the defined benefit pension scheme and the result of a possible exit from the scheme.

An exercise was carried out by Aon to determine the value of the scheme as at 1st February 2024 which provided a surplus on exit from the fund, the Trustees made the decision after following a employee consultation to exit the scheme.

The surplus in the Fund upon exit of the Employer as at 1st February 2024 (the 'Exit Date'), is set out in the table below.

	£m's
Assets	5.325
Liabilities	(5.018)
Total surplus at Exit date	0.307

The exit valuation has been carried out based on the following circumstances at the exit date of the Employers as advised by the Administering Authority:

- No individual employer in the Fund will take on the responsibility for funding the former liabilities of the Employer, i.e. the liabilities of the Employer will become 'orphaned' liabilities.

Before the exit from the pension scheme, the company participated in the Cardiff and Vale Local Government Pension Scheme which is a defined benefit scheme based on final pensionable salary. The assets of the scheme are held separately from those of the charity.

The scheme actuary carries out a triennial valuation of the scheme in order to assess funding requirements. The most recent valuation was carried out by Aon as at 31 March 2022 which has been updated to reflect conditions at the balance sheet date. The assumptions that have the most significant effect on the results of the valuation are those relating to the rate of return on investment and the rate of increase in salaries and pensions.

CHILDREN IN WALES - PLANT YNG NGHYNMRU

**NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2024**

20. EMPLOYEE BENEFIT OBLIGATIONS - continued

The amounts recognised in the Statement of Financial Activities are as follows:

	Defined benefit pension plans	
	2024	2023
	£	£
Current service cost	-	215,000
Net interest from net defined benefit asset/liability	-	173,000
Past service cost	-	7,000
	<u>-</u>	<u>395,000</u>
Actual return on plan assets	<u>-</u>	<u>-</u>

Changes in the present value of the defined benefit obligation are as follows:

	Defined benefit pension plans	
	2024	2023
	£	£
Opening defined benefit obligation	-	6,421,000
Current service cost	-	215,000
Past service cost	-	7,000
Contributions by scheme participants	-	31,000
Interest cost	-	173,000
Actuarial losses/(gains)	-	(2,316,000)
Benefits paid	-	(76,000)
	<u>-</u>	<u>4,455,000</u>

Changes in the fair value of scheme assets are as follows:

	Defined benefit pension plans	
	2024	2023
	£	£
Opening fair value of scheme assets	-	5,393,000
Contributions by employer	-	197,000
Contributions by scheme participants	-	31,000
Interest income	-	147,000
Benefits paid	-	(76,000)
Assets other remeasurement	-	(242,000)
	<u>-</u>	<u>5,450,000</u>

CHILDREN IN WALES - PLANT YNG NGHYNMRU

**NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2024**

20. EMPLOYEE BENEFIT OBLIGATIONS - continued

The amounts recognised in other recognised gains and losses are as follows:

	Defined benefit pension plans	
	2024	2023
	£	£
Assets other remeasurement	-	(242,000)
	-	(242,000)

Defined contribution schemes

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

The charge to the profit and loss in respect of defined contribution schemes was £35,034 (2023: £7,252). Amounts outstanding at the year end totalled £4,845 (2023: £nil).

21. RELATED PARTY DISCLOSURES

The charity and Voices From Care Cymru have common trustees.

During the year income receivable from Voices From Care Cymru totalled £46,928 (2023: £57,114) in respect of membership, training and reimbursement for the 'Getting Ready Project'. £14,079 (2023: £14,344) was outdistancing at the year end and is included within trade debtors.

There were no other related part transactions to disclose.

CHILDREN IN WALES - PLANT YNG NGHYNRU
DETAILED STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 31 MARCH 2024

	2024 £	2023 £
INCOME AND ENDOWMENTS		
Donations and legacies		
Donations	8,100	9,210
Other trading activities		
Other Income	316,084	40,000
Investment income		
Deposit account interest	410	631
Income from listed investments	<u>16,177</u>	<u>15,768</u>
	16,587	16,399
Charitable activities		
Grants	1,234,337	1,229,762
Consultancy	132,172	125,103
Membership Subscriptions	11,277	6,558
Training income	211,548	162,018
Miscellaneous income	-	8,538
Seminar and event income	<u>-</u>	<u>196</u>
	<u>1,589,334</u>	<u>1,532,175</u>
Total incoming resources	1,930,105	1,597,784
EXPENDITURE		
Charitable activities		
Wages	1,162,216	1,067,533
Investment management fees	14,907	12,193
Legal and Professional fees	33,487	14,325
Meetings & conference expenses	71,491	9,229
Recruitment	8,488	14,286
Training & Consultancy	107,551	92,471
Grants to institutions	<u>5,330</u>	<u>156,053</u>
	1,403,470	1,366,090
Support costs		
Support costs		
Trustees' expenses	23	26
Auditors' remuneration	10,450	10,755
Auditors' remuneration for non audit work	3,000	3,213
Insurance	4,022	7,458
Carried forward	17,495	21,452

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CHILDREN IN WALES - PLANT YNG NGHYMURU

DETAILED STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 31 MARCH 2024

	2024 £	2023 £
Support costs		
Brought forward	17,495	21,452
Travel and subsistence	32,081	26,766
Repairs and renewals	52,538	4,569
Communication	97,910	52,915
Rent	45,000	43,117
Other premises costs	29,912	32,094
Bank Charges/Bad Debts	1,518	26,818
Irrecoverable VAT	31,709	19,315
Depreciation of tangible fixed assets	3,307	3,217
	<u>311,470</u>	<u>230,263</u>
Total resources expended	<u>1,714,940</u>	<u>1,596,353</u>
Net income before gains and losses	215,165	1,431
Realised recognised gains and losses		
Realised gains/(losses) on fixed asset investments	<u>12,935</u>	<u>(28,440)</u>
Net income/(expenditure)	<u>228,100</u>	<u>(27,009)</u>

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