

# THE HEATHERS NURSERY

England & Wales · Charity number 1029589

## Details

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Other names	HEATHERS NURSERY
Status	Registered
Legal form	Other
Registered	1993-12-02
Register	<a href="#">View on the Charity Commission register</a>

## Contact

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Address	Heather's Nursery Bracken Avenue Norwich NR6 6LS
Phone	01603485371
Email	<a href="mailto:theheathersnursery@outlook.com">theheathersnursery@outlook.com</a>
Website	<a href="http://www.theheathersnursery.co.uk">www.theheathersnursery.co.uk</a>

## Activities

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**Objects:** TO ENHANCE THE DEVELOPMENT AND EDUCATION OF CHILDREN PRIMARILY UNDER STATUTORY SCHOOL AGE BY ENCOURAGING PARENTS TO UNDERSTAND AND PROVIDE FOR THE NEEDS OF THEIR CHILDREN THROUGH COMMUNITY GROUPS

**Activities:** Pre-School and early years education

## Classification

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- **How:** Provides Human Resources, Provides Buildings/facilities/open Space, Provides Services
- **What:** General Charitable Purposes, Education/training
- **Who:** Children/young People

## Geography

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- Norfolk

## Finances

Period end	Income	Expenditure	Assets	Employees
2025-08-31	£194,133	£175,198	-	-
2024-08-31	£198,700	£168,401	-	-
2023-08-31	£176,839	£174,531	-	-
2022-08-31	£151,980	£151,656	-	-
2021-08-31	£156,959	£156,140	-	-

## Trustees

Name	Role	Appointed
<b>COLIN MARTIN KIDDELL</b>	Chair	2011-12-07
David John Smith		2022-10-20
Katie Barry-Winson		2019-11-14
Lauren Jade Meachen		2022-10-20
Lucille Belinda Barry		2022-10-20
Magdalena Csicso		2023-11-16
Natasha Davidson		2023-11-16

**THE HEATHERS NURSERY**

England & Wales - Charity number 1029589

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# Accounts

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# The Heathers Nursery



Registered Charity No: 1029589

Bracken Avenue  
Norwich  
NR6 6LS

Tel: 01603 485371

Email: [theheathersnursery@outlook.com](mailto:theheathersnursery@outlook.com)

## THE HEATHERS NURSERY

### TRUSTEES ANNUAL REPORT FOR THE YEAR ENDED 31 AUGUST 2025

The committee presents its report and audited financial statements for the year ended 31 August 2025.

#### Reference and Administrative Information

Charity Name: The Heathers Nursery  
Charity registration number: 1029589  
Operational address: Bracken Avenue  
Norwich  
Norfolk  
NR6 6LS

#### Trustees (Committee)

Colin Kiddell	Chairperson
Lauren Meachen	Secretary
Katie Barry-Winson	Treasurer
David Smith	Lucille Barry
Magdalena Csicso	Amara Wilton
Natasha Davison	Charlotte-Ann Loxley
Becky Reece	
Louise Vasey	

#### Nursery Manager

Karen Shaen-Carter

#### Bankers

Natwest

#### Independent Examiner

Lacey Douglass  
96 Drayton Wood Road  
Norwich  
NR6 5BZ

The trustees present their report with the financial statements for the year ended 31<sup>st</sup> August 2025.

## **OBJECTIVES AND ACTIVITIES**

### **Objectives and Activities**

The charity's objects are to enhance the development and education of children under statutory school age by encouraging parents to understand and provide for the needs of their children through community groups. It does this by the operation of a pre-school nursery.

### **Public Benefit**

The nursery is open to all children, without any catchment area, nationality, religious or other restriction, from when they are two and a half years old until they are able to enter infant school. Early Years funding was available for all children from the term following their third birthday until they were able to enter infant school and some children were eligible for funding from the term following their second birthday. No children are therefore excluded for financial reason.

### **Volunteers**

The charity is reliant on volunteers in the carrying out of its activities, however measurement issues, including attributing an economic value to the contribution of the parent/guardian volunteers, prevent the inclusion of their contribution in the statement of financial activities.

## **FINANCIAL REVIEW**

### **Financial Position**

There was an increase in funds in the year of £18,935. (2024: increase: £30,298). Funds at the year end totalled £109,670 of which £60,759 related to the general fund and £48,911 to the Building Repair & Replacement designated fund.

### **Principal funding sources**

The principal source of funding during the year was from Norfolk Education grants and nursery fees.

### **Investment policy and objectives**

The investment objectives are to achieve growth, whilst minimising risk. Surplus funds in the general fund are placed in a bank reserve account, together with the funds being accumulated in the building repair and replacement fund.

### **Reserves policy**

It is the policy of the trustees to maintain general funds, excluding those funds invested in fixed assets, at a level that equates to three months expenditure, a figure approximately £45,000. This provides sufficient funds to cover salaries and other costs incurred in the event of a temporary reduction in income.

Free reserves (which excludes fixed assets) in the general fund at the year-end amounted to £60,759. The trustees and staff are to be commended for continuing to achieve the target of free reserves.

Designated funds amounting to £48,911 have been put aside to provide major classroom building repair costs as they arise, and the eventual replacement of the classroom owned by the nursery.

### **Future Plans**

The committee will work with the staff team to ensure the nursery remains sustainable in view of the challenges the early years sector faces.

The committee will continue to review the strategy of the future development of the nursery and work with external agencies for the eventual replacement of the nursery building.

## **STRUCTURE, GOVERNANCE AND MANAGEMENT**

### **Governing Document**

The charity is controlled by its governing document, a deed of trust and constitutes an unincorporated charity.

The Heathers Nursery, which was established in the 1970's, was registered as a charity on 2<sup>nd</sup> December 1993 and is governed by a constitution adopted on 21<sup>st</sup> October 1993 and amended on 10<sup>th</sup> December 1997, 26<sup>th</sup> September 2002 and 18<sup>th</sup> October 2012.

## **Recruitment and Appointment of Committee Members**

At least 60% of the committee, including co-opted members, must be parents or guardians of children in the Preschool. In the event that 60% cannot be achieved, then affiliate members may be elected. The committee members are elected for a period of one year at the annual general meeting. Retiring committee members are eligible for re-election unless they have already served as a committee member for 14 consecutive years.

The committee members were all elected at the AGM in Autumn Term 2024.

## **Committee Members Induction and Training**

New committee members are encouraged to read the charity's constitution, the last financial statements of the charity and the Charity Commission guidance, CC3, 'The Essential Trustee: what you need to know, what you need to do' and the Charity Governance Code.

## **Risk Management**

The trustees have reviewed and identified the risks that the nursery faces and have systems to monitor and control these risks to mitigate any impact they may have on the nursery in the future. These systems are reviewed on a regular basis.

## **Organisational Structure**

The charity has a committee (board of trustees) consisting of Chair, Secretary and Treasurer and not less than 2 or more than 9 elected members. If the committee so decides, it may have not more than 3 members co-opted by the committee. The committee meetings every month and the day to day running of the nursery rests with the nursery manager as assisted by 12 staff, together with unpaid helpers.

## **Key management remuneration**

The key management personnel consist of the Nursery Manager and the Deputy Manager. They are remunerated at a rate which is based on the prevailing rate for the sector.

Approved by the Committee on and signed on its behalf by:

**Colin Kiddell**

**Chair of Trustees**

**Date:**

## The Heathers Nursery 1029589

### Income and Expenditure Account

<u>For the Year Ended</u>	<u>31/08/2025</u>	<u>31/08/2024</u>	<u>Variance</u>
	£	£	£
<b>Income:</b>			
Fees	13010.71	11415.85	-1594.86
NCC Funding	177633.20	185103.91	7470.71
Fundraising	1959.50	650.71	-1308.79
Donations	60.00	299.56	239.56
Training Income	0.00	60.00	60.00
Purchase Refunds	180.24	0.00	-180.24
Outings	0.00	0.00	0.00
Reserve Account Interest	1289.61	1169.20	-120.41
	<hr/>	<hr/>	<hr/>
	194133.26	198699.23	4565.97
<b>Expenditure:</b>			
Staff Wages	154750.70	148148.74	-6601.96
Rent	2171.12	3013.90	842.78
Repairs & Renewals	2256.73	1416.54	-840.19
Sundries	1232.25	1451.77	219.52
Consumables	2656.94	2989.60	332.66
Equipment	1245.63	971.72	-273.91
Insurance	2779.46	2445.67	-333.79
Memberships/Subscriptions	838.78	408.00	-430.78
Professional Fees	0.00	299.00	299.00
Bookkeeping	1435.00	330.00	-1105.00
Staff Training	199.30	1310.00	1110.70
Other Staff Costs	253.00	220.17	-32.83
Admin/Office supplies	2705.04	3000.13	295.09
Fundraising Costs	408.44	30.99	-377.45
Water/Rates	239.75	227.66	-12.09
Waste Collection	449.95	776.75	326.80
Energy	1357.99	1360.31	2.32
Outings & Parties	0.00	0.00	0.00
Petty Cash	0.00	0.00	0.00
Fee Refund	218.00	0.00	-218.00
	<hr/>	<hr/>	<hr/>
	175198.08	168400.95	-6797.13
<b>Excess/(shortfall) of income over expenditure</b>	<b>18935.18</b>	<b>30298.28</b>	
Bank Balance B/Fwd	90735.06	60436.78	
Petty Cash	0.00	0.00	
	<hr/>	<hr/>	
	90735.06	60436.78	
Bank Balance C/Fwd	109670.24	90735.06	
Petty Cash	0.00	0.00	
	<hr/>	<hr/>	
	109670.24	90735.06	
Represented by:			
Current A/C - 23723467	2624.26	2986.18	
Reserve A/C - 23723475	107045.98	87748.88	
	<hr/>	<hr/>	
	109670.24	90735.06	

Accounts Independently checked by:

LJ Douglass

Date 14/09/2025

**INDEPENDENT EXAMINERS REPORT TO THE TRUSTEES**  
**OF THE HEATHERS NURSERY**  
**YEAR ENDED 31 AUGUST 2025**

I report on the accounts of The Heathers Nursery for the year ended 31 August 2025

**Respective responsibilities of trustees and examiner**

The charity's trustees are responsible for the preparation of the accounts. The charity's trustees consider that an audit is not required under section 144(2) of the Charities Act 2011 (the 2011 Act) and that an independent examination is needed.

It is my responsibility to

- examine the accounts under section 145 of the 2011 Act;
- follow the procedures laid down in the general Directions given by the Charity Commission.
- state whether particular matters have come to my attention

**Basis of independent examiner's report**

My examination was carried out in accordance with general Directions given by the Charity Commissioners. An examination includes a review of the accounting records kept by the charity and a comparison of the accounts presented with those records. It also includes consideration of any unusual items or disclosures in the accounts, and seeking explanations from you as trustees concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in an audit, and consequently no opinion is given as to whether the accounts present a "true and fair view" and the report is limited to those matters set out in the statement below.

**Independent examiner's statement**

In connection with my examination no matter has come to my attention:

- (1) Which gives me reasonable cause to believe that in any material respect the requirements:
- to keep accounting records in accordance with Section 130 of the 2011 Act; and
  - To prepare accounts which accord with the accounting records and to comply with the accounting requirements of the 2011 Act
- Have not been met; or
- (2) to which in my opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached.

**Lacey Douglass**  
**96 Drayton Wood Road**  
**Hellesdon**  
**Norwich**  
**NR6 5BZ**

**14<sup>th</sup> September 2025**

## **Financial Report for Year to 31<sup>st</sup> August 2025**

A good year for the nursery with a surplus of £18,935.18 (2024 - £30,298.28).

Fees were higher than in 2024, but funding was lower. Fee's £13,010.71 (2024 - £11,415.85) Funding £177,633.20 (2024 - £185,103.91)

Fundraising increased to £1959.50 (2024 - £650.71).

Interest on the reserve account increased to £1,289.61 (2024 - £1,169.20)

Staff wages increased despite a fall in funded hours. This could be due to the impacts of the Governments budget changes for Employers NI that took effect in April 2025, and minimum wage increases above inflation. 2025 - £154,750.70 (2024 - £148,148.74)

There was an increase in repairs and renewals but as this was expected as 2024 costs on repairs were lower than in previous years.

All other costs remain largely consistent.

The current account holds £2,624.26 to meet the day to day running costs of the pre-school.

The reserve account holds £107,045.98. The nursery should hold enough free reserves to cover at least 3 months expenditure (£45,000) and the amount held in the reserve account is more than sufficient for this purpose should the nursery encounter financial difficulties in the future.

The ringfenced building fund stood at £48,910.95 as at 31/08/25. A transfer from free reserves to the ringfenced building fund of £20,000.00 took place during the year.

Free reserves stood at £60,759.29

Lacey Douglass

Bookkeeper

14<sup>th</sup> September 2025

**THE HEATHERS NURSERY**

England & Wales - Charity number 1029589

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# Accounts

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# The Heathers Nursery



Registered Charity No: 1029589

Bracken Avenue  
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Tel: 01603 485371

Email: [theheathersnursery@outlook.com](mailto:theheathersnursery@outlook.com)

## THE HEATHERS NURSERY

### TRUSTEES ANNUAL REPORT FOR THE YEAR ENDED 31 AUGUST 2024

The committee presents its report and audited financial statements for the year ended 31 August 2024

#### Reference and Administrative Information

Charity Name:	The Heathers Nursery
Charity registration number:	1029589
Operational address:	Bracken Avenue Norwich Norfolk NR6 6LS

#### Trustees (Committee)

Colin Kiddell	Chairperson
Lucille Powley	Secretary
Katie Barry-Winson	Treasurer

Lauren Meachen  
David Smith  
Magdalena Csicso  
Natasha Davison

#### Nursery Manager

Karen Shaen-Carter

#### Bankers

Natwest

#### Independent Examiner

Lacey Douglass  
96 Drayton Wood Road  
Norwich  
NR6 5BZ

The trustees present their report with the financial statements for the year ended 31<sup>st</sup> August 2024.

## **OBJECTIVES AND ACTIVITIES**

### **Objectives and Activities**

The charity's objects are to enhance the development and education of children under statutory school age by encouraging parents to understand and provide for the needs of their children through community groups. It does this by the operation of a pre-school nursery.

### **Public Benefit**

The nursery is open to all children, without any catchment area, nationality, religious or other restriction, from when they are two and a half years old until they are able to enter infant school. Early Years funding was available for all children from the term following their third birthday until they were able to enter infant school and some children were eligible for funding from the term following their second birthday. No children are therefore excluded for financial reason.

### **Volunteers**

The charity is reliant on volunteers in the carrying out of its activities, however measurement issues, including attributing an economic value to the contribution of the parent/guardian volunteers, prevent the inclusion of their contribution in the statement of financial activities.

## **FINANCIAL REVIEW**

### **Financial Position**

There was an increase in funds in the year of £30,298 (2023: increase: £2,307). Funds at the year end totalled £90,735 of which £63,114 related to the general fund and £27,621 to the Building Repair & Replacement designated fund.

### **Principal funding sources**

The principal source of funding during the year was from Norfolk Education grants and nursery fees.

### **Investment policy and objectives**

The investment objectives are to achieve growth, whilst minimising risk. Surplus funds in the general fund are placed in a bank reserve account, together with the funds being accumulated in the building repair and replacement fund.

### **Reserves policy**

It is the policy of the trustees to maintain general funds, excluding those funds invested in fixed assets, at a level that equates to three months expenditure, a figure approximately £45,000. This provides sufficient funds to cover salaries and other costs incurred in the event of a temporary reduction in income.

Free reserves (which excludes fixed assets) in the general fund at the year-end amounted to £63,114. The trustees and staff are to be commended for achieving the target of free reserves for the first time in several years.

Designated funds amounting to £27,621 have been put aside to provide major classroom building repair costs as they arise, and the eventual replacement of the classroom owned by the nursery.

It is recommended that the trustees should consider using the transferring some of the surplus free reserves to the building fund as this is the first year this has been possible for some time. These funds could be used, if required, in the event of a temporary reduction in general reserves.

### **Future Plans**

The committee will work with the staff team to ensure the nursery remains sustainable in view of the challenges the early years sector faces.

The committee will continue to review the strategy of the future development of the nursery and work with external agencies for the eventual replacement of the nursery building.

## **STRUCTURE, GOVERNANCE AND MANAGEMENT**

### **Governing Document**

The charity is controlled by its governing document, a deed of trust and constitutes an unincorporated charity.

The Heathers Nursery, which was established in the 1970's, was registered as a charity on 2<sup>nd</sup> December 1993 and is governed by a constitution adopted on 21<sup>st</sup> October 1993 and amended on 10<sup>th</sup> December 1997, 26<sup>th</sup> September 2002 and 18<sup>th</sup> October 2012.

## **Recruitment and Appointment of Committee Members**

At least 60% of the committee, including co-opted members, must be parents or guardians of children in the Preschool. In the event that 60% cannot be achieved, then affiliate members may be elected. The committee members are elected for a period of one year at the annual general meeting. Retiring committee members are eligible for re-election unless they have already served as a committee member for 14 consecutive years.

The committee members were all elected at the AGM in Autumn Term 2023.

## **Committee Members Induction and Training**

New committee members are encouraged to read the charity's constitution, the last financial statements of the charity and the Charity Commission guidance, CC3, 'The Essential Trustee: what you need to know, what you need to do' and the Charity Governance Code.

## **Risk Management**

The trustees have reviewed and identified the risks that the nursery faces and have systems to monitor and control these risks to mitigate any impact they may have on the nursery in the future. These systems are reviewed on a regular basis.

## **Organisational Structure**

The charity has a committee (board of trustees) consisting of Chair, Secretary and Treasurer and not less than 2 or more than 9 elected members. If the committee so decides, it may have not more than 3 members co-opted by the committee. The committee meetings every month and the day to day running of the nursery rests with the nursery manager as assisted by 12 staff, together with unpaid helpers.

## **Key management remuneration**

The key management personnel consists of the Nursery Manager and the Administration Manager. They are remunerated at a rate which is based on the prevailing rate for the sector.

Approved by the Committee on and signed on its behalf by:

**Colin Kiddell**

**Chair of Trustees**

**Date:**

## The Heathers Nursery 1029589

### Income and Expenditure Account

<u>For the Year Ended</u>	<u>31/08/2024</u>	<u>31/08/2023</u>	<u>Variance</u>
	£	£	£
<b>Income:</b>			
Fees	11415.85	19645.29	8229.44
NCC Funding	185103.91	153131.41	-31972.50
Fundraising	650.71	1346.25	695.54
Donations	299.56	896.82	597.26
Training Income	60.00	685.00	625.00
Outings	0.00	562.20	562.20
Reserve Account Interest	1169.20	572.29	-596.91
			0.00
	<hr/>	<hr/>	<hr/>
	198699.23	176839.26	-21859.97
<b>Expenditure:</b>			
Staff Wages	148148.74	146970.96	-1177.78
Rent	3013.90	2400.00	-613.90
Repairs & Renewals	1416.54	6185.87	4769.33
Sundries	1451.77	1445.45	-6.32
Consumables	2989.60	3463.81	474.21
Equipment	971.72	1868.83	897.11
Insurance	2445.67	2407.15	-38.52
Memberships/Subscriptions	408.00	422.00	14.00
Professional Fees	299.00	920.00	621.00
Bookkeeping	330.00	0.00	-330.00
Staff Training	1310.00	2243.53	933.53
Other Staff Costs	220.17	0.00	-220.17
Admin/Office supplies	3000.13	3004.75	4.62
Fundraising Costs	30.99	100.05	69.06
Water/Rates	227.66	199.04	-28.62
Waste Collection	776.75	326.80	-449.95
Energy	1360.31	1471.98	111.67
Outings & Parties	0.00	748.50	748.50
Petty Cash	0.00	0.00	0.00
Fee Refund	0.00	352.66	352.66
	<hr/>	<hr/>	<hr/>
	168400.95	174531.38	6130.43
<b>Excess/(shortfall) of income over expenditure</b>	<b>30298.28</b>	<b>2307.88</b>	
Bank Balance B/Fwd	60436.78	58128.89	
Petty Cash	0.00	0.00	
	<hr/>	<hr/>	
	60436.78	58128.89	
Bank Balance C/Fwd	90735.06	60436.78	
Petty Cash	0.00	0.00	
	<hr/>	<hr/>	
	90735.06	60436.78	
Represented by:			
Current A/C - 23723467	2986.18	2059.35	
Reserve A/C - 23723475	87748.88	58377.43	
	<hr/>	<hr/>	
	90735.06	60436.78	

Accounts Independently checked by:

LJ Douglass

Date: 07/09/2024

**INDEPENDENT EXAMINERS REPORT TO THE TRUSTEES**  
**OF THE HEATHERS NURSERY**  
**YEAR ENDED 31 AUGUST 2024**

I report on the accounts of The Heathers Nursery for the year ended 31 August 2024

**Respective responsibilities of trustees and examiner**

The charity's trustees are responsible for the preparation of the accounts. The charity's trustees consider that an audit is not required under section 144(2) of the Charities Act 2011 (the 2011 Act) and that an independent examination is needed.

It is my responsibility to

- examine the accounts under section 145 of the 2011 Act;
- follow the procedures laid down in the general Directions given by the Charity Commission.
- state whether particular matters have come to my attention

**Basis of independent examiner's report**

My examination was carried out in accordance with general Directions given by the Charity Commissioners. An examination includes a review of the accounting records kept by the charity and a comparison of the accounts presented with those records. It also includes consideration of any unusual items or disclosures in the accounts, and seeking explanations from you as trustees concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in an audit, and consequently no opinion is given as to whether the accounts present a 'true and fair view' and the report is limited to those matters set out in the statement below.

**Independent examiner's statement**

In connection with my examination no matter has come to my attention:

- (1) Which gives me reasonable cause to believe that in any material respect the requirements:
  - to keep accounting records in accordance with Section 130 of the 2011 Act; and
  - To prepare accounts which accord with the accounting records and to comply with the accounting requirements of the 2011 ActHave not been met; or
- (2) to which in my opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached.

**Lacey Douglass**  
**96 Drayton Wood Road**  
**Hellesdon**  
**Norwich**  
**NR6 5BZ**

**7<sup>th</sup> September 2024**

## **Financial Report for Year to 31<sup>st</sup> August 2024**

A strong year for the nursery with a surplus of £30,298.28 (2023 - £2,307.88).

Fees were lower than in 2023 but this was offset by an increase in funding which was higher than in 2023. Fee's £11,415.85 (2023 - £19,645.29) Funding £185,103.91 (2023 - £153,131.41)

Fundraising, donations and training income were all lower than in 2023. Fundraising £650.71 (2023 - £1346.25), donations £299.56 (2023 - £896.82, training income £60.00 (2023 - £685.00).

Due to interest rates, interest on the reserve account increased to £1,169.20 (2023 - £572.29)

Staff wages remained consistent despite the increase in funded hours at £148,148.74 (2023 - £146,970.96)

There was a ground rent increase during the year which so rent was slightly higher but there was a significant decrease in building repairs this year. All other expenditure remained consistent with previous years.

The current account holds £2,986.18 to meet the day to day running costs of the pre-school.

The reserve account holds £87,748.88. The nursery should hold enough free reserves to cover at least 3 months expenditure (£45,000) and the amount held in the reserve account is more than sufficient for this purpose should the nursery encounter financial difficulties in the future.

The ringfenced building fund stood at £27,612.34 as at 31/08/24.

Free reserves stood at £63,113.72 and I recommend that the committee transfer £10,000.00 to the ringfenced building fund.

Lacey Douglass

Bookkeeper

7<sup>th</sup> September 2024

**THE HEATHERS NURSERY**

England & Wales - Charity number 1029589

---

# Accounts

---

# The Heathers Nursery



Registered Charity No: 1029589

Bracken Avenue  
Norwich  
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Tel: 01603 485371

Email: [theheathersnursery@outlook.com](mailto:theheathersnursery@outlook.com)

## THE HEATHERS NURSERY

### TRUSTEES ANNUAL REPORT FOR THE YEAR ENDED 31 AUGUST 2023

The committee presents its report and audited financial statements for the year ended 31 August 2023

#### Reference and Administrative Information

Charity Name:	The Heathers Nursery
Charity registration number:	1029589
Operational address:	Bracken Avenue Norwich Norfolk NR6 6LS

#### Trustees (Committee)

Colin Kiddell	Chairperson
Lucille Powley	Secretary
Katie Barry-Winson	Treasurer

Faye Johnson  
Monika Chhetry  
Lauren Meachen  
David Smith

#### Nursery Manager

Karen Shaen-Carter

#### Bankers

Natwest

#### Independent Examiner

Louise Henry  
Links Avenue  
Norwich

The trustees present their report with the financial statements for the year ended 31<sup>st</sup> August 2023.

## **OBJECTIVES AND ACTIVITIES**

### **Objectives and Activities**

The charity's objects are to enhance the development and education of children under statutory school age by encouraging parents to understand and provide for the needs of their children through community groups. It does this by the operation of a pre-school nursery.

### **Public Benefit**

The nursery is open to all children, without any catchment area, nationality, religious or other restriction, from when they are two and a half years old until they are able to enter infant school. Early Years funding was available for all children from the term following their third birthday until they were able to enter infant school and some children were eligible for funding from the term following their second birthday. No children are therefore excluded for financial reason.

### **Volunteers**

The charity is reliant on volunteers in the carrying out of its activities, however measurement issues, including attributing an economic value to the contribution of the parent/guardian volunteers, prevent the inclusion of their contribution in the statement of financial activities.

## **ACHIEVEMENT AND PERFORMANCE**

### **Charitable activities**

A stable year with numbers of children attending increasing during the Autumn and Spring terms with full occupancy being achieved in February.

Fundraising activity was reduced due to the cost of living crisis.

An external consultant, Judith Twani, was brought in to advise the nursery on its curriculum and implementation of it following due diligence work with The Wensum Trust in September. Following from this work, the nursery chose the Wanderlust curriculum which was fully embedded by the summer term.

A further major roof repair took place in April, which will further prolong the life of the building.

The committee made the decision to postpone the move into The Wensum Trust for the foreseeable future while work continues to fund a replacement building. Relationships with the Trust, remain strong however.

The behaviour of children continues to be challenging with high levels of SEND Inclusion Funding being received each term.

We were inspected by Ofsted in July 2023 and retained our Good judgement. All staff enjoyed the inspection day and the feedback from the inspector was a testament to the staff team we have.

## **FINANCIAL REVIEW**

### **Financial Position**

There was an increase in funds in the year of £2,307 (2022: increase: £324). Funds at the year end totalled £60,436.78 of which £33,984 related to the general fund and £26,452 to the Building Repair & Replacement designated fund.

### **Principal funding sources**

The principal source of funding during the year was from Norfolk Education grants and nursery fees.

### **Investment policy and objectives**

The investment objectives are to achieve growth, whilst minimising risk. Surplus funds in the general fund are placed in a bank reserve account, together with the funds being accumulated in the building repair and replacement fund.

### **Reserves policy**

It is the policy of the trustees to maintain general funds, excluding those funds invested in fixed assets, at a level that equates to three months expenditure, a figure approximately £43,500. This provides sufficient funds to cover salaries and other costs incurred in the event of a temporary reduction in income.

Free reserves (which excludes fixed assets) in the general fund at the year end amounted to £33,984 and it is the committee's intention to continue to build free reserves to the required level.

Designated funds amounting to £26,452 have been put aside to provide major classroom building repair costs as they arise and the eventual replacement of the classroom owned by the nursery. These funds could be used, if required, in the event of a temporary reduction in general reserves.

## **Future Plans**

The committee will work with the staff team to ensure the nursery remains sustainable in view of the challenges the early years sector faces.

The committee will continue to review the strategy of the future development of the nursery and work with external agencies for the eventual replacement of the nursery building.

## **STRUCTURE, GOVERNANCE AND MANAGEMENT**

### **Governing Document**

The charity is controlled by its governing document, a deed of trust and constitutes an unincorporated charity.

The Heathers Nursery, which was established in the 1970's, was registered as a charity on 2<sup>nd</sup> December 1993 and is governed by a constitution adopted on 21<sup>st</sup> October 1993 and amended on 10<sup>th</sup> December 1997, 26<sup>th</sup> September 2002 and 18<sup>th</sup> October 2012.

### **Recruitment and Appointment of Committee Members**

At least 60% of the committee, including co-opted members, must be parents or guardians of children in the Preschool. In the event that 60% cannot be achieved, then affiliate members may be elected. The committee members are elected for a period of one year at the annual general meeting. Retiring committee members are eligible for re-election unless they have already served as a committee member for 14 consecutive years.

The committee members were all elected at the AGM in Autumn Term 2022.

### **Committee Members Induction and Training**

New committee members are encouraged to read the charity's constitution, the last financial statements of the charity and the Charity Commission guidance, CC3, 'The Essential Trustee: what you need to know, what you need to do' and the Charity Governance Code.

### **Risk Management**

The trustees have reviewed and identified the risks that the nursery faces and have systems to monitor and control these risks to mitigate any impact they may have on the nursery in the future, These systems are reviewed on a regular basis.

### **Organisational Structure**

The charity has a committee (board of trustees) consisting of Chair, Secretary and Treasurer and not less than 2 or more than 9 elected members. If the committee so decides, it may have not more than 3 members co-opted by the committee. The committee meetings every month and the day to day running of the nursery rests with the nursery manager as assisted by 13 staff, together with unpaid helpers.

### **Key management remuneration**

The key management personnel consists of the Nursery Manager and the Administration Manager. They are remunerated at a rate which is based on the prevailing rate for the sector.

Approved by the Committee on and signed on its behalf by:

**Colin Kiddell**

**Chair of Trustees**

**Date:**

## The Heathers Nursery 1029589

### Income and Expenditure Account

<u>For the Year Ended</u>	<u>31/08/2023</u>	<u>31/08/2022</u>	<u>Variance</u>
	£	£	£
<b>Income:</b>			
Fees	19645.29	12830.71	-6814.58
NCC Funding	153131.41	136236.65	-16894.76
Fundraising	1346.25	2036.76	690.51
CRJS/SMP	0.00	3111.87	
Donations	896.82	327.00	-569.82
Training Income	685.00	520.00	-165.00
Outings	562.20	523.40	-38.80
Reserve Account Interest	572.29	30.71	-541.58
			0.00
	<u>176839.26</u>	<u>155617.10</u>	<u>-24334.03</u>
<b>Expenditure:</b>			
Staff Wages	146970.96	130957.23	-16013.73
Rent	2400.00	3200.00	800.00
Repairs & Renewals	6185.87	2293.19	-3892.68
Sundries	1445.45	1257.56	-187.89
Consumables	3463.81	2901.52	-562.29
Equipment	1868.83	4987.29	3118.46
Insurance	2407.15	2352.37	-54.78
Memberships/Subscriptions	422.00	425.20	3.20
Professional Fees	920.00	455.00	-465.00
Staff Training	2243.53	1821.97	-421.56
Other Staff Costs	0.00	776.03	776.03
Admin/Office supplies	3004.75	2590.41	-414.34
Fundraising Costs	100.05	71.59	-28.46
Water/Rates	199.04	147.31	-51.73
Waste Collection	326.80	653.60	326.80
Energy	1471.98	1410.82	-61.16
Outings & Parties	748.50	693.50	-55.00
Petty Cash	0.00	2.20	2.20
Fee Refund	352.66	0.00	-352.66
	<u>174531.38</u>	<u>156996.79</u>	<u>-17534.59</u>
<b>Excess/(shortfall) of income over expenditure</b>	<b>2307.88</b>	<b>-1379.69</b>	
Bank Balance B/Fwd	58128.89	59508.58	
Petty Cash	0.00	0.00	
	<u>58128.89</u>	<u>59508.58</u>	
Bank Balance C/Fwd	60436.78	58128.89	
Petty Cash	0.00	0.00	
	<u>60436.78</u>	<u>58128.89</u>	
Represented by:			
Current A/C - 23723467	2059.35	1541.95	
Reserve A/C - 23723475	58377.43	56586.94	
	<u>60436.78</u>	<u>58128.89</u>	

Accounts Independently checked by:  
Louise Henry

Date: 03/11/2023

## Notes

**Free Reserves at 31/08 £33,984.54**

**Building Fund Reserves at 31/08 £26,452.24**

**INDEPENDENT EXAMINERS REPORT TO THE TRUSTEES**  
**OF THE HEATHERS NURSERY**  
**YEAR ENDED 31 AUGUST 2023**

I report on the accounts of Arden Grove Pre-School for the year ended 31 August 2023

**Respective responsibilities of trustees and examiner**

The charity's trustees are responsible for the preparation of the accounts. The charity's trustees consider that an audit is not required under section 144(2) of the Charities Act 2011 (the 2011 Act) and that an independent examination is needed.

It is my responsibility to

- examine the accounts under section 145 of the 2011 Act;
- follow the procedures laid down in the general Directions given by the Charity Commission.
- state whether particular matters have come to my attention

**Basis of independent examiner's report**

My examination was carried out in accordance with general Directions given by the Charity Commissioners. An examination includes a review of the accounting records kept by the charity and a comparison of the accounts presented with those records. It also includes consideration of any unusual items or disclosures in the accounts, and seeking explanations from you as trustees concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in an audit, and consequently no opinion is given as to whether the accounts present a 'true and fair view' and the report is limited to those matters set out in the statement below.

**Independent examiner's statement**

In connection with my examination no matter has come to my attention:

- (1) Which gives me reasonable cause to believe that in any material respect the requirements:
  - to keep accounting records in accordance with Section 130 of the 2011 Act; and
  - To prepare accounts which accord with the accounting records and to comply with the accounting requirements of the 2011 ActHave not been met; or
- (2) to which in my opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached.

**Louise Henry**  
**23 Links Avenue**  
**Hellesdon**  
**Norwich**  
**NR6 5PE**

**3<sup>rd</sup> November 2023**

## **Financial Report for Year to 31<sup>st</sup> August 2023**

Fees were lower than in 2022 but this was offset by an increase in funding which was higher than in 2022. Fee's £14,365.62 (2022 - £21,452.33) Funding £38,068.65 (2022 - £31,209.35)

Increase in funding rates in April 2023 were enough to cover the National Living Wage rise only and not staff on highly pay rates. 3/4 funding increased to £4.31 per hour (2022 - £4.08), 2-year funding increased to £5.64 per hour (2022 - £5.50)

The preschool recorded a deficit of £8,423.92 as at 31.08.23 (2022 £5,163.55 surplus).

However, the surplus in 2022 included £5945.16 ring fenced within reserves for maternity pay which was received in advance from HMRC in July 2022. If this value is removed from the deficit, it would be reduced to a deficit of £2,478.76.

Staff wages were £10,000 higher this year which is due to Statutory Maternity Pay being paid and also the significant wage increases in April 2022.

The pre-school continued to invest in equipment, including another laptop and new I pads.

Inflationary pressures were also felt due to the cost of living crisis.

The current account holds £2,771.21 to meet the day to day running costs of the pre-school.

The reserve account holds £23,722.63. The pre-school should hold enough reserves to cover at least 3 months expenditure (£16,000) and the amount held in the reserve account is more than sufficient for this purpose should the preschool encounter financial difficulties in the future.

The fundraising total was £2022.52, a decrease of £316.39 on the previous year. One large event that the pre-school would have attended in June was cancelled due to adverse weather conditions. The fundraising account holds £3,030.37 at the end of the financial year.

With staff costs being the largest expenditure and the legal requirements of ratio's of staff to children, the committee need to be aware that the sustainable future of the pre-school is still finely balanced. However, there are significant changes to early years funding from April 2024 and a large increase in funding, particularly for 2 year olds from September 2023.

An external bookkeeping service was retained by the committee for payroll, monthly accounts, budgets and year end accounts. While this is a cost to the pre-school, the benefits for the committee have been wide ranging.

Lacey Douglass

Bookkeeper

11<sup>th</sup> September 2022

**THE HEATHERS NURSERY**

England & Wales - Charity number 1029589

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# Accounts

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Report of the Trustees and  
Unaudited Financial Statements for the Year Ended 31 August 2022  
for  
The Heathers Nursery

Anglian Accountancy Services  
2 Boundary Avenue  
Hellesdon  
Norwich  
NR6 5HY

The Heathers Nursery

Contents of the Financial Statements  
for the Year Ended 31 August 2022

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## The Heathers Nursery

### Report of the Trustees for the Year Ended 31 August 2022

The trustees present their report with the financial statements of the charity for the year ended 31 August 2022. 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**

The charities objects are to enhance the development and education of children under statutory school age by encouraging parents to understand and provide for the needs of their children through community groups. It does this by the operation of a pre-school nursery.

##### **Public benefit**

The nursery is open to all children, without any catchment area, nationality, religious or other restriction, from when they are two and a half years old until they are able to enter infant school. Early Years funding was available for all children from the term following their third birthday until they were able to enter infant school and some children were eligible for funding from the term following their second birthday. No children are therefore excluded for financial reason.

##### **Volunteers**

The charity is reliant on volunteers in the carrying out of its activities, however measurement issues, including attributing an economic value to the contribution of the parent/guardian volunteers, prevent the inclusion of their contribution in the statement of financial activities.

## The Heathers Nursery

### Report of the Trustees for the Year Ended 31 August 2022

#### **ACHIEVEMENT AND PERFORMANCE**

##### **Charitable activities**

The year started with fewer children than usual, likely due to the Covid effect. Numbers increased rapidly in the Spring term with full days more popular than mornings. A decision was made to increase full day spaces to 30 per day (from 22) to help fill the morning sessions. This did present challenges with so many children staying for lunch with limited space for them to eat. Using both rooms for child lunches meant staff had to have scheduled breaks away from the children and the majority of staff had their lunch with the children.

Staff who had been affected by the Covid outbreak of 2020, returned to work in September and from maternity leave in July.

Christmas Story Café was again cancelled due to Covid restrictions on visitors into nursery.

A Covid outbreak among staff in January meant families were asked to keep children at home if they possibly could so that nursery could open for those families who needed it for work. We avoided having to close nursery at all this year.

The behaviour of children has remained difficult and support from external agencies was received. The levels of SEND within nursery have been the highest ever recorded and the amount of time the referrals, SALT, meetings etc took did have an impact on all staff, particularly for the manager and deputy manager.

A review of the outside area in Spring led to a grant application for artificial grass. Norfolk County Council awarded us the full £4,000 cost of the grass to be fitted in both playgrounds of the nursery during the Easter break, which has dramatically changed how the spaces are used by the children and staff.

Due diligence work with The Wensum Trust continued in the year with a view to joining in 2022/2023.

In June 2022, the water heater/boiler supplying hand washing water failed and was decommissioned. A new heater was fitted in August 2022, replacing the hand washing boiler and kitchen hot water boiler. This was financed from the building repair and replacement fund,

#### **FINANCIAL REVIEW**

##### **Financial position**

There was an increase in funds in the year of £324 (2021: increase: £819). Funds at the year end totalled £67,786 (2021: £67,462), of which £35,679 (2021: £35,149) related to the general fund and £32,107 (2021: £32,313) to the Building Repair and Replacement designated fund.

##### **Principal funding sources**

The principal source of funding during the year was from Norfolk Education grants and nursery fees.

##### **Investment policy and objectives**

The investment objectives are to achieve growth, whilst minimising risk. Surplus funds in the general fund are placed in a bank reserve account, together with the funds being accumulated in the building repair and replacement fund.

## **FINANCIAL REVIEW**

### **Reserves policy**

It is the policy of the trustees to maintain general funds, excluding those funds invested in fixed assets, at a level that equates to three months expenditure, a figure of approximately £38,000. This provides sufficient funds to cover salaries and other costs incurred in the event of a temporary reduction in income.

Free reserves (which excludes fixed assets) in the general fund at the year end amounted to £26,239 and it is the Committee's intention to continue to build free reserves to the required level.

Designated funds amounting to £32,107 have been put aside to provide for major classroom building repair costs as they arise and the eventual replacement of the classroom owned by the nursery. These funds could be used, if required, in the event of a temporary reduction in general reserves,

## **FUTURE PLANS**

The committee will work with the staff team to ensure the nursery remains sustainable in view of the challenges the early year sector faces.

The committee will also continue to work on the move to The Wensum Trust and review the strategy for the future development of the nursery, including reviewing the useful life of the existing building owned by the nursery, and its possible replacement.

## **STRUCTURE, GOVERNANCE AND MANAGEMENT**

### **Governing document**

The charity is controlled by its governing document, a deed of trust and constitutes an unincorporated charity.

The Heathers Nursery, which was established in the 1970s, was registered as a charity on 2 December 1993 and is governed by a constitution adopted on 21 October 1993 and amended on 10 December 1997, 26 September 2002 and 18 October 2012.

### **Recruitment and appointment of new trustees**

At least 60% of the trustees, including co-opted members, must be parents or guardians of children in the nursery. In the event that 60% cannot be achieved, then affiliate members may be elected. The trustees are elected for a period of one year at the annual general meeting. Retiring trustees are eligible for re-election unless they have already served as a trustee for 10 consecutive years.

### **Organisational structure**

The charity has a committee (board of trustees) consisting of Chair, Secretary and Treasurer and not less than 2 nor more than 9 elected members. If the committee so decides, it may have not more than 3 members co-opted by the committee. The committee meets monthly and the day to day running of the nursery rests with the nursery manager, as assisted by twelve staff, together with unpaid helpers

### **Induction and training of new trustees**

New trustees are encouraged to read the charity's constitution, the last financial statements of the charity and the Charity Commission guidance, CC3, 'The Essential Trustee: what you need to know, what you need to do' and the Charity Governance Code.

The Heathers Nursery

Report of the Trustees  
for the Year Ended 31 August 2022

**STRUCTURE, GOVERNANCE AND MANAGEMENT**

**Key management remuneration**

The key management personnel consists of the Nursery Manager and the Administration Manager. They are remunerated at a rate which is based on the prevailing rate for the sector.

**Risk management**

The trustees have reviewed and identified the risks that the nursery faces and have systems to monitor and control these risks to mitigate any impact they may have on the nursery in the future. These systems are reviewed on a regular basis.

**REFERENCE AND ADMINISTRATIVE DETAILS**

**Registered Charity number**

1029589

**Principal address**

Bracken Avenue  
Hellesdon  
Norwich  
Norfolk  
NR6 6LS

**Trustees**

C Kiddell (Chairman)  
R Kettle  
K Barry-Winson (Treasurer)  
C Dagraca (Secretary)  
S Ford (resigned 24.11.21)  
M Chhetry (appointed 24.11.21)  
L Mortimer-Gray (appointed 24.11.21)  
F Johnson (appointed 24.11.21)

**Independent Examiner**

Nigel Whitlam  
Anglian Accountancy Services  
2 Boundary Avenue  
Hellesdon  
Norwich  
NR6 5HY

The Heathers Nursery

Report of the Trustees  
for the Year Ended 31 August 2022

Approved by order of the board of trustees on 20<sup>th</sup> October 2022 and signed on its behalf by:

.....  
C Kiddell (Chairman) - Trustee

Independent Examiner's Report to the Trustees of  
The Heathers Nursery

**Independent examiner's report to the trustees of The Heathers Nursery**

I report to the charity trustees on my examination of the accounts of The Heathers Nursery (the Trust) for the year ended 31 August 2022.

**Responsibilities and basis of report**

As the charity trustees of the Trust you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ('the Act').

I report in respect of my examination of the Trust's accounts carried out under section 145 of the Act and in carrying out my examination I have followed all applicable Directions given by the Charity Commission under section 145(5)(b) of the Act.

**Independent examiner's statement**

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

1. accounting records were not kept in respect of the Trust as required by section 130 of the Act;  
or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 other than any requirement that the accounts give a true and fair view which is not a matter considered as part of an independent examination.

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

Nigel Whitlam  
Anglian Accountancy Services  
2 Boundary Avenue  
Hellesdon  
Norwich  
NR6 5HY

Date: 1<sup>st</sup> November 2022

The Heathers Nursery

Statement of Financial Activities  
for the Year Ended 31 August 2022

	Notes	31.8.22 Unrestricted funds £	31.8.21 Total funds £
<b>INCOME AND ENDOWMENTS FROM</b>			
Donations and legacies		327	1,000
<b>Charitable activities</b>			
Nursery operations		149,066	152,567
Other trading activities	2	2,557	3,382
Investment income	3	<u>30</u>	<u>10</u>
<b>Total</b>		<u>151,980</u>	<u>156,959</u>
<b>EXPENDITURE ON</b>			
Raising funds		72	35
<b>Charitable activities</b>			
Nursery operations		<u>151,584</u>	<u>156,105</u>
<b>Total</b>		<u>151,656</u>	<u>156,140</u>
<b>NET INCOME</b>		324	819
<b>RECONCILIATION OF FUNDS</b>			
Total funds brought forward		<u>67,462</u>	<u>66,643</u>
<b>TOTAL FUNDS CARRIED FORWARD</b>		<u><u>67,786</u></u>	<u><u>67,462</u></u>

The notes form part of these financial statements

The Heathers Nursery

Balance Sheet  
31 August 2022

	Notes	31.8.22 Unrestricted funds £	31.8.21 Total funds £
<b>FIXED ASSETS</b>			
Tangible assets	8	10,385	8,359
<b>CURRENT ASSETS</b>			
Cash at bank and in hand		58,179	59,558
<b>CREDITORS</b>			
Amounts falling due within one year	9	(778)	(455)
<b>NET CURRENT ASSETS</b>		<u>57,401</u>	<u>59,103</u>
<b>TOTAL ASSETS LESS CURRENT LIABILITIES</b>		<u>67,786</u>	<u>67,462</u>
<b>NET ASSETS</b>		<u>67,786</u>	<u>67,462</u>
<b>FUNDS</b>	11		
Unrestricted funds		<u>67,786</u>	<u>67,462</u>
<b>TOTAL FUNDS</b>		<u>67,786</u>	<u>67,462</u>

The financial statements were approved by the Board of Trustees and authorised for issue on 20<sup>th</sup> October 2022 and were signed on its behalf by:

.....  
C Kiddell (Chairman) - Trustee

The notes form part of these financial statements

## 1. ACCOUNTING POLICIES

### **Basis of preparing the financial statements**

The financial statements of the charity, 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 Charities Act 2011. The financial statements have been prepared under the historical cost convention.

### **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.

### **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 cost 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.

### **Tangible fixed assets**

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

Equipment - 20% on cost

### **Taxation**

The charity is exempt from 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.

### **Pension costs and other post-retirement benefits**

The charity operates a defined contribution pension scheme. Contributions payable to the charity's pension scheme are charged to the Statement of Financial Activities in the period to which they relate.

The Heathers Nursery

Notes to the Financial Statements - continued  
for the Year Ended 31 August 2022

**2. OTHER TRADING ACTIVITIES**

	31.8.22	31.8.21
	£	£
Fundraising events	2,037	1,527
Training income	<u>520</u>	<u>1,855</u>
	<u>2,557</u>	<u>3,382</u>

**3. INVESTMENT INCOME**

	31.8.22	31.8.21
	£	£
Bank interest receivable	<u>30</u>	<u>10</u>

**4. TRUSTEES' REMUNERATION AND BENEFITS**

There were no trustees' remuneration or other benefits for the year ended 31 August 2022 nor for the year ended 31 August 2021.

**Trustees' expenses**

There were no trustees' expenses paid for the year ended 31 August 2022 nor for the year ended 31 August 2021.

**5. STAFF COSTS**

	31.8.22	31.8.21
	£	£
Wages and salaries	126,609	128,881
Other pension costs	<u>1,544</u>	<u>1,561</u>
	<u>128,153</u>	<u>130,442</u>

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

	31.8.22	31.8.21
Direct	14	12
Administration	<u>1</u>	<u>1</u>
	<u>15</u>	<u>13</u>

No employees received emoluments in excess of £60,000.

**6. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES**

	Unrestricted funds £
<b>INCOME AND ENDOWMENTS FROM</b>	
Donations and legacies	1,000
<b>Charitable activities</b>	
Nursery operations	152,567
Other trading activities	3,382
Investment income	<u>10</u>
<b>Total</b>	<u>156,959</u>
<b>EXPENDITURE ON</b>	
Raising funds	35
<b>Charitable activities</b>	
Nursery operations	<u>156,105</u>
<b>Total</b>	<u>156,140</u>
<b>NET INCOME</b>	819
<b>RECONCILIATION OF FUNDS</b>	
<b>Total funds brought forward</b>	66,643
	<u>          </u>
<b>TOTAL FUNDS CARRIED FORWARD</b>	<u><u>67,462</u></u>

The Heathers Nursery

Notes to the Financial Statements - continued  
for the Year Ended 31 August 2022

**7. GOING CONCERN**

There are no material uncertainties about the charity's ability to continue.

**8. TANGIBLE FIXED ASSETS**

	Short leasehold (Classroom) £	Equipment £	Totals £
<b>COST</b>			
At 1 September 2021	40,957	18,927	59,884
Additions	-	6,168	6,168
Disposals	-	<u>(4,387)</u>	<u>(4,387)</u>
At 31 August 2022	<u>40,957</u>	<u>20,708</u>	<u>61,665</u>
<b>DEPRECIATION</b>			
At 1 September 2021	40,957	10,568	51,525
Charge for year	-	4,142	4,142
Eliminated on disposal	-	<u>(4,387)</u>	<u>(4,387)</u>
At 31 August 2022	<u>40,957</u>	<u>10,323</u>	<u>51,280</u>
<b>NET BOOK VALUE</b>			
At 31 August 2022	<u>-</u>	<u>10,385</u>	<u>10,385</u>
At 31 August 2021	<u>-</u>	<u>8,359</u>	<u>8,359</u>

**9. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR**

	31.8.22 £	31.8.21 £
Taxation and social security	308	-
Other creditors	<u>470</u>	<u>455</u>
	<u>778</u>	<u>455</u>

Notes to the Financial Statements - continued  
for the Year Ended 31 August 2022

**10. LEASING AGREEMENTS**

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

	31.8.22	31.8.21
	£	£
Within one year	800	800
Between one and five years	<u>2,400</u>	<u>3,200</u>
	<u>3,200</u>	<u>4,000</u>

**11. MOVEMENT IN FUNDS**

	At 1.9.21	Net movement in funds	At 31.8.22
	£	£	£
<b>Unrestricted funds</b>			
General fund	35,149	530	35,679
Building repair and replacement fund	<u>32,313</u>	<u>(206)</u>	<u>32,107</u>
	<u>67,462</u>	<u>324</u>	<u>67,786</u>
<b>TOTAL FUNDS</b>	<u>67,462</u>	<u>324</u>	<u>67,786</u>

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

	Incoming resources	Resources expended	Movement in funds
	£	£	£
<b>Unrestricted funds</b>			
General fund	151,950	(151,420)	530
Building repair and replacement fund	<u>30</u>	<u>(236)</u>	<u>(206)</u>
	<u>151,980</u>	<u>(151,656)</u>	<u>324</u>
<b>TOTAL FUNDS</b>	<u>151,980</u>	<u>(151,656)</u>	<u>324</u>

Notes to the Financial Statements - continued  
for the Year Ended 31 August 2022

11. MOVEMENT IN FUNDS - continued

Comparatives for movement in funds

	At 1.9.20 £	Net movement in funds £	At 31.8.21 £
<b>Unrestricted funds</b>			
General fund	34,337	812	35,149
Building repair and replacement fund	<u>32,306</u>	<u>7</u>	<u>32,313</u>
	<u>66,643</u>	<u>819</u>	<u>67,462</u>
<b>TOTAL FUNDS</b>	<u>66,643</u>	<u>819</u>	<u>67,462</u>

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

	Incoming resources £	Resources expended £	Movement in funds £
<b>Unrestricted funds</b>			
General fund	156,952	(156,140)	812
Building repair and replacement fund	<u>7</u>	<u>-</u>	<u>7</u>
	<u>156,959</u>	<u>(156,140)</u>	<u>819</u>
<b>TOTAL FUNDS</b>	<u>156,959</u>	<u>(156,140)</u>	<u>819</u>

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

	At 1.9.20 £	Net movement in funds £	At 31.8.22 £
<b>Unrestricted funds</b>			
General fund	34,337	1,342	35,679
Building repair and replacement fund	<u>32,306</u>	<u>(199)</u>	<u>32,107</u>
	<u>66,643</u>	<u>1,143</u>	<u>67,786</u>
<b>TOTAL FUNDS</b>	<u>66,643</u>	<u>1,143</u>	<u>67,786</u>

**11. MOVEMENT IN FUNDS - continued**

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 £	Movement in funds £
<b>Unrestricted funds</b>			
General fund	308,902	(307,560)	1,342
Building repair and replacement fund	<u>37</u>	<u>(236)</u>	<u>(199)</u>
	<u>308,939</u>	<u>(307,796)</u>	<u>1,143</u>
<b>TOTAL FUNDS</b>	<u>308,939</u>	<u>(307,796)</u>	<u>1,143</u>

**12. RELATED PARTY DISCLOSURES**

There were no related party disclosures for the year ended 31 August 2021.

The Heathers Nursery

Detailed Statement of Financial Activities  
for the Year Ended 31 August 2022

	31.8.22 £	31.8.21 £
<b>INCOME AND ENDOWMENTS</b>		
<b>Donations and legacies</b>		
Donations	327	1,000
<b>Other trading activities</b>		
Fundraising events	2,037	1,527
Training income	<u>520</u>	<u>1,855</u>
	2,557	3,382
<b>Investment income</b>		
Bank interest receivable	30	10
<b>Charitable activities</b>		
Nursery fees	12,830	5,553
Norfolk Education grants	<u>136,236</u>	<u>147,014</u>
	<u>149,066</u>	<u>152,567</u>
<b>Total incoming resources</b>	151,980	156,959
<b>EXPENDITURE</b>		
<b>Raising donations and legacies</b>		
Fundraising	72	35
<b>Charitable activities</b>		
Staff salaries	123,504	125,618
Pensions	1,544	1,561
Rent, rates and insurance	5,699	4,575
Light and heat	1,411	1,139
Sundries	2,034	1,436
Courses	1,822	2,709
Subscriptions	425	514
Outings and parties	170	-
Repairs and renewals	1,744	4,847
Consumables	2,735	2,813
Administration	2,590	3,268
Carried forward	143,678	148,480

This page does not form part of the statutory financial statements

The Heathers Nursery

Detailed Statement of Financial Activities  
for the Year Ended 31 August 2022

	31.8.22	31.8.21
	£	£
<b>Charitable activities</b>		
Brought forward	143,678	148,480
EYPP expenditure	189	120
Depreciation of equipment	<u>4,142</u>	<u>3,787</u>
	148,009	152,387
<b>Support costs</b>		
<b>Governance costs</b>		
Staff salaries	3,105	3,263
Accountancy and legal fees	<u>470</u>	<u>455</u>
	<u>3,575</u>	<u>3,718</u>
Total resources expended	<u>151,656</u>	<u>156,140</u>
<b>Net income</b>	<u><u>324</u></u>	<u><u>819</u></u>

This page does not form part of the statutory financial statements

**THE HEATHERS NURSERY**

England & Wales - Charity number 1029589

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# Accounts

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Report of the Trustees and  
Unaudited Financial Statements for the Year Ended 31 August 2021  
for  
The Heathers Nursery

Anglian Accountancy Services  
2 Boundary Avenue  
Hellesdon  
Norwich  
NR6 5HY

## The Heathers Nursery

### Report of the Trustees for the Year Ended 31 August 2021

The trustees present their report with the financial statements of the charity for the year ended 31 August 2021. 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**

The charities objects are to enhance the development and education of children under statutory school age by encouraging parents to understand and provide for the needs of their children through community groups. It does this by the operation of a pre-school nursery.

##### **Public benefit**

The nursery is open to all children, without any catchment area, nationality, religious or other restriction, from when they are two and a half years old until they are able to enter infant school. Early Years funding was available for all children from the term following their third birthday until they were able to enter infant school and some children were eligible for funding from the term following their second birthday. No children are therefore excluded for financial reason.

##### **Volunteers**

The charity is reliant on volunteers in the carrying out of its activities, however measurement issues, including attributing an economic value to the contribution of the parent/guardian volunteers, prevent the inclusion of their contribution in the statement of financial activities.

## **ACHIEVEMENT AND PERFORMANCE**

### **Charitable activities**

The year started well with average child numbers and filled sessions. Child numbers increased gradually with full days remaining more popular than morning sessions.

Covid restrictions were lifted from the summer term so that day to day nursery had largely returned to normal. No cases of Covid were reported in nursery during the autumn term.

The annual Christmas story café did not go ahead due to guidance of limiting visitors into nursery unless absolutely essential.

A staff Covid outbreak at Christmas was the most challenging experience the nursery has faced and resulted in 6 staff members contracting Covid, infecting many members of their immediate families and saw a staff member hospitalised with severe Covid for 5 weeks.

The committee made the decision to delay the opening of nursery in the Spring term for two weeks to give the staff time to recover and their isolation periods to end. With the next lockdown announced in early January for schools, time was needed to assess the numbers of children wanting to return to nursery and if we could staff it, as we had a pregnant member of staff and staff who were carers of elderly relatives. The two week delay gave the staff time to plan for the re-opening and ensure staffing levels were adequate.

The outbreak was reported to NCC, PHE and Ofsted and following a review of the outbreak, no actions were required.

The Wensum Trust arranged for fogging of the mobile & classroom to further reassure staff and parents that the outbreak was over and thanks must go to the Trust for arranging this.

Following the gradual easing of restrictions in Spring 2021, child numbers increased further with many children starting nursery for the first time to give them just a few weeks early education before they started school. This did present some challenges for staff around these children, and we continued to have high levels of SEND children.

Two staff members did not return to work during the remainder of the year due to long Covid and an unsafe working environment for a staff member who was entering her third trimester of pregnancy. The committee had made the decision to pay the staff members in full and during the spring term their hours were not fully covered as child numbers remained low (funding was paid in full as pre-Covid by NCC).

A mature student approached us in December 2020 to seek volunteer hours for her Level 2 course and joined us in March for two mornings a week.

As child numbers increased, the mature student became an important part of the team and was given a bank hours contract for her volunteer hours, as we could use the Covid dispensations of qualified staff in ratio to help us meet the demands on staff that we had. With the low number of people applying for a staff vacancy, we felt that a member of staff trained by us was an asset considering the uncertainty of staff returning following Covid & maternity and how we had struggled to get cover for staff in the Spring and early Summer terms.

## The Heathers Nursery

### Report of the Trustees for the Year Ended 31 August 2021

From the summer term, we were double paying for the staff to replace the two absent staff members in ratio, which was a cost of approximately £1,500 per month. This continued until June when one member of staff started her maternity leave and August when the other member of staff returned to work.

The behaviour management of children became increasingly difficult in the summer term and external agencies were called in to offer support and advice. Reassuringly, but unfortunately, there was nothing else we could have put in place to manage the behaviour and all staff were more than ready for the Summer break.

The levels of SEND within nursery have been the highest ever recorded and the amount of time the referrals, SALT, meetings etc. took did have an impact on all staff, particularly the manager and deputy manager, but we have learnt a huge amount from this experience and with the deputy manager completing her Level 3 SENDCO, we feel that nursery will benefit from this experience in the future.

One member of staff also completed her Level 3 Early Years Educator course and the mature student completed her Level 2 and has already embarked on her Level 3. One member of staff is also midway through her Early Years Degree and another member of staff is seeking a level 3 course for September 2021.

With the ongoing restrictions in training, there have been limited opportunities for ongoing CPD. For several years, we have facilitated first aid courses for the early years community in Norfolk and as soon as we were able to, we resumed offering first aid courses, which Ofsted still require staff to have. This has resulted in us offering 20 practitioners first aid training, along with 5 of our own staff. While there is no profit from this, we do cover the costs of refreshments and building costs and it has helped us develop working relationships with other providers and trainers. In July 2020, we laid on Step On training (behaviour management) for all our staff and staff from two other settings in view of the anticipated challenges that children who have experienced life in a pandemic may present with.

We invested in nursery in Autumn 2020 and finally bought the new tables and chairs that we had raised money for over several years to buy. We also needed to replace the filled in sandpit, which we did in September 2020 when we ordered equipment for the new outside area. By December 2020 we were still waiting for this equipment with no lead time for delivery. We received a full refund in February 2021 and by August 2021 had finally taken delivery of a sandpit.

As the building has continued to age, we have had higher maintenance costs this year, but the building is now in sound order and has been repainted to freshen it up and protect it.

The move into The Wensum Trust is still planned but has been delayed by DfE legalities.

## **FINANCIAL REVIEW**

### **Financial position**

There was an increase in funds in the year of £819 (2020: increase: £11,778). Funds at the year end totalled £67,462 (2020: £66,643), of which £35,149 (2020: £34,337) related to the general fund and £32,313 (2020: £32,306) to the Building Repair and Replacement designated fund.

### **Principal funding sources**

The principal source of funding during the year was from Norfolk Education grants and nursery fees.

## **FINANCIAL REVIEW**

### **Investment policy and objectives**

The investment objectives are to achieve growth, whilst minimising risk. Surplus funds in the general fund are placed in a bank deposit account, with funds being accumulated in the building repair and replacement fund being placed in a separate deposit account.

### **Reserves policy**

It is the policy of the trustees to maintain general funds, excluding those funds invested in fixed assets, at a level that equates to three months expenditure, a figure of approximately £39,000. This provides sufficient funds to cover salaries and other costs incurred in the event of a temporary reduction in income.

Free reserves (which excludes fixed assets) in the general fund at the year end amounted to £26,790 and it is the Committee's intention to continue to build free reserves to the required level.

Designated funds amounting to £32,313 have been put aside to provide for major classroom building repair costs as they arise and the eventual replacement of the classroom owned by the nursery. These funds could be used, if required, in the event of a temporary reduction in general reserves,

## **FUTURE PLANS**

The committee will work with the staff team to ensure the nursery remains sustainable in view of the challenges the early year sector faces and the ongoing Coronavirus pandemic.

The committee will also continue to work on the proposals for the nursery to join The Wensum Trust and will review the strategy for the future development of the nursery, including reviewing the useful life of the existing building owned by the nursery, and its possible replacement.

## **STRUCTURE, GOVERNANCE AND MANAGEMENT**

### **Governing document**

The charity is controlled by its governing document, a deed of trust and constitutes an unincorporated charity.

The Heathers Nursery, which was established in the 1970s, was registered as a charity on 2 December 1993 and is governed by a constitution adopted on 21 October 1993 and amended on 10 December 1997, 26 September 2002 and 18 October 2012.

### **Recruitment and appointment of new trustees**

At least 60% of the trustees, including co-opted members, must be parents or guardians of children in the nursery. In the event that 60% cannot be achieved, then affiliate members may be elected. The trustees are elected for a period of one year at the annual general meeting. Retiring trustees are eligible for re-election unless they have already served as a trustee for 10 consecutive years.

### **Organisational structure**

The charity has a committee (board of trustees) consisting of Chair, Secretary and Treasurer (currently vacant) and not less than 2 nor more than 9 elected members. If the committee so decides, it may have not more than 3 members co-opted by the committee. The committee meets monthly and the day to day running of the nursery rests with the nursery manager, as assisted by twelve staff, together with unpaid helpers

## **STRUCTURE, GOVERNANCE AND MANAGEMENT**

### **Induction and training of new trustees**

New trustees are encouraged to read the charity's constitution, the last financial statements of the charity and the Charity Commission guidance, CC3, 'The Essential Trustee: what you need to know, what you need to do' and the Charity Governance Code.

### **Key management remuneration**

The key management personnel consists of the Nursery Manager and the Administration Manager. They are remunerated at a rate which is based on the prevailing rate for the sector.

### **Risk management**

The trustees have reviewed and identified the risks that the nursery faces and have systems to monitor and control these risks to mitigate any impact they may have on the nursery in the future. These systems are reviewed on a regular basis.

## **REFERENCE AND ADMINISTRATIVE DETAILS**

### **Registered Charity number**

1029589

### **Principal address**

Bracken Avenue  
Hellesdon  
Norwich  
Norfolk  
NR6 6LS

### **Trustees**

C Kiddell (Chairman)  
R Kettle  
S Taylor-Windle (resigned 12.11.20)  
L Holloway (Treasurer) (resigned 12.11.20)  
S Edmontson (resigned 12.11.20)  
K Barry-Winson  
C Dagraca (Secretary)  
S Ford  
E Withers (appointed 12.11.20) (resigned 1.8.21)

### **Independent Examiner**

Anglian Accountancy Services  
2 Boundary Avenue  
Hellesdon  
Norwich  
NR6 5HY

The Heathers Nursery

Report of the Trustees  
for the Year Ended 31 August 2021

Approved by order of the board of trustees on ..... and signed on its behalf  
by:

.....  
C Kiddell (Chairman) - Trustee

Independent Examiner's Report to the Trustees of  
The Heathers Nursery

**Independent examiner's report to the trustees of The Heathers Nursery**

I report to the charity trustees on my examination of the accounts of The Heathers Nursery (the Trust) for the year ended 31 August 2021.

**Responsibilities and basis of report**

As the charity trustees of the Trust you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ('the Act').

I report in respect of my examination of the Trust's accounts carried out under section 145 of the Act and in carrying out my examination I have followed all applicable Directions given by the Charity Commission under section 145(5)(b) of the Act.

**Independent examiner's statement**

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

1. accounting records were not kept in respect of the Trust as required by section 130 of the Act;  
or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 other than any requirement that the accounts give a true and fair view which is not a matter considered as part of an independent examination.

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

Nigel Whitlam  
Anglian Accountancy Services  
2 Boundary Avenue  
Hellesdon  
Norwich  
NR6 5HY

Date: .....

The Heathers Nursery

Statement of Financial Activities  
for the Year Ended 31 August 2021

	Notes	31.8.21 Unrestricted funds £	31.8.20 Total funds £
<b>INCOME AND ENDOWMENTS FROM</b>			
Donations and legacies		1,000	-
<b>Charitable activities</b>			
Nursery operations		152,567	152,999
Other trading activities	2	3,382	1,210
Investment income	3	10	92
<b>Total</b>		<u>156,959</u>	<u>154,301</u>
<b>EXPENDITURE ON</b>			
Raising funds		35	287
<b>Charitable activities</b>			
Nursery operations		156,105	142,236
<b>Total</b>		<u>156,140</u>	<u>142,523</u>
<b>NET INCOME</b>		819	11,778
<b>RECONCILIATION OF FUNDS</b>			
Total funds brought forward		66,643	54,865
<b>TOTAL FUNDS CARRIED FORWARD</b>		<u><u>67,462</u></u>	<u><u>66,643</u></u>

The notes form part of these financial statements

The Heathers Nursery

Balance Sheet  
31 August 2021

	Notes	31.8.21 Unrestricted funds £	31.8.20 Total funds £
<b>FIXED ASSETS</b>			
Tangible assets	8	8,359	6,042
<b>CURRENT ASSETS</b>			
Debtors	9	-	532
Cash at bank and in hand		59,558	62,558
		<u>59,558</u>	<u>63,090</u>
<b>CREDITORS</b>			
Amounts falling due within one year	10	(455)	(2,489)
		<u>59,103</u>	<u>60,601</u>
<b>NET CURRENT ASSETS</b>			
		<u>67,462</u>	<u>66,643</u>
<b>TOTAL ASSETS LESS CURRENT LIABILITIES</b>			
		<u>67,462</u>	<u>66,643</u>
<b>NET ASSETS</b>			
		<u>67,462</u>	<u>66,643</u>
<b>FUNDS</b>	12		
Unrestricted funds		67,462	66,643
<b>TOTAL FUNDS</b>		<u>67,462</u>	<u>66,643</u>

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

.....  
C Kiddell (Chairman) - Trustee

## 1. ACCOUNTING POLICIES

### **Basis of preparing the financial statements**

The financial statements of the charity, 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 Charities Act 2011. The financial statements have been prepared under the historical cost convention.

### **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.

### **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 cost 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.

### **Tangible fixed assets**

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

Equipment - 20% on cost

### **Taxation**

The charity is exempt from 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.

### **Pension costs and other post-retirement benefits**

The charity operates a defined contribution pension scheme. Contributions payable to the charity's pension scheme are charged to the Statement of Financial Activities in the period to which they relate.

Notes to the Financial Statements - continued  
for the Year Ended 31 August 2021

**2. OTHER TRADING ACTIVITIES**

	31.8.21	31.8.20
	£	£
Fundraising events	1,527	1,210
Training income	1,855	-
	<u>3,382</u>	<u>1,210</u>

**3. INVESTMENT INCOME**

	31.8.21	31.8.20
	£	£
Bank interest receivable	<u>10</u>	<u>92</u>

**4. TRUSTEES' REMUNERATION AND BENEFITS**

There were no trustees' remuneration or other benefits for the year ended 31 August 2021 nor for the year ended 31 August 2020.

**Trustees' expenses**

There were no trustees' expenses paid for the year ended 31 August 2021 nor for the year ended 31 August 2020.

**5. STAFF COSTS**

	31.8.21	31.8.20
	£	£
Wages and salaries	128,881	118,942
Other pension costs	1,561	1,403
	<u>130,442</u>	<u>120,345</u>

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

	31.8.21	31.8.20
Direct	12	12
Administration	1	1
	<u>13</u>	<u>13</u>

No employees received emoluments in excess of £60,000.

**6. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES**

	Unrestricted funds £
<b>INCOME AND ENDOWMENTS FROM</b>	
<b>Charitable activities</b>	
Nursery operations	152,999
Other trading activities	1,210
Investment income	92
	<hr/>
<b>Total</b>	154,301
<b>EXPENDITURE ON</b>	
Raising funds	287
<b>Charitable activities</b>	
Nursery operations	142,236
	<hr/>
<b>Total</b>	142,523
	<hr/>
<b>NET INCOME</b>	11,778
<b>RECONCILIATION OF FUNDS</b>	
<b>Total funds brought forward</b>	54,865
	<hr/>
<b>TOTAL FUNDS CARRIED FORWARD</b>	<u>66,643</u>

**7. GOING CONCERN**

There are no material uncertainties about the charity's ability to continue. Early years funding has continued throughout the Coronavirus pandemic and income levels are being maintained.

**8. TANGIBLE FIXED ASSETS**

	Short leasehold (Classroom) £	Equipment £	Totals £
<b>COST</b>			
At 1 September 2020	40,957	15,382	56,339
Additions	-	6,104	6,104
Disposals	-	(2,559)	(2,559)
	<hr/>	<hr/>	<hr/>
At 31 August 2021	40,957	18,927	59,884
	<hr/>	<hr/>	<hr/>
<b>DEPRECIATION</b>			
At 1 September 2020	40,957	9,340	50,297
Charge for year	-	3,787	3,787
Eliminated on disposal	-	(2,559)	(2,559)
	<hr/>	<hr/>	<hr/>
At 31 August 2021	40,957	10,568	51,525
	<hr/>	<hr/>	<hr/>
<b>NET BOOK VALUE</b>			
At 31 August 2021	-	8,359	8,359
	<hr/> <hr/>	<hr/> <hr/>	<hr/> <hr/>
At 31 August 2020	-	6,042	6,042
	<hr/> <hr/>	<hr/> <hr/>	<hr/> <hr/>

**9. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR**

	31.8.21 £	31.8.20 £
Prepayments and accrued income	-	532
	<hr/> <hr/>	<hr/> <hr/>

Notes to the Financial Statements - continued  
for the Year Ended 31 August 2021

**10. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR**

	31.8.21	31.8.20
	£	£
Taxation and social security	-	560
Other creditors	455	1,929
	<u>455</u>	<u>2,489</u>

**11. LEASING AGREEMENTS**

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

	31.8.21	31.8.20
	£	£
Within one year	800	800
Between one and five years	3,200	-
	<u>4,000</u>	<u>800</u>

**12. MOVEMENT IN FUNDS**

	At 1.9.20	Net movement in funds	At
	£	£	31.8.21
			£
<b>Unrestricted funds</b>			
General fund	34,337	812	35,149
Building repair and replacement fund	32,306	7	32,313
	<u>66,643</u>	<u>819</u>	<u>67,462</u>
<b>TOTAL FUNDS</b>	<u>66,643</u>	<u>819</u>	<u>67,462</u>

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

	Incoming resources	Resources expended	Movement in funds
	£	£	£
<b>Unrestricted funds</b>			
General fund	156,952	(156,140)	812
Building repair and replacement fund	7	-	7
	<u>156,959</u>	<u>(156,140)</u>	<u>819</u>
<b>TOTAL FUNDS</b>	<u>156,959</u>	<u>(156,140)</u>	<u>819</u>

Notes to the Financial Statements - continued  
for the Year Ended 31 August 2021

12. MOVEMENT IN FUNDS - continued

Comparatives for movement in funds

	At 1.9.19 £	Net movement in funds £	At 31.8.20 £
<b>Unrestricted funds</b>			
General fund	22,611	11,726	34,337
Building repair and replacement fund	32,254	52	32,306
	<u>54,865</u>	<u>11,778</u>	<u>66,643</u>
<b>TOTAL FUNDS</b>	<u><u>54,865</u></u>	<u><u>11,778</u></u>	<u><u>66,643</u></u>

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

	Incoming resources £	Resources expended £	Movement in funds £
<b>Unrestricted funds</b>			
General fund	154,249	(142,523)	11,726
Building repair and replacement fund	52	-	52
	<u>154,301</u>	<u>(142,523)</u>	<u>11,778</u>
<b>TOTAL FUNDS</b>	<u><u>154,301</u></u>	<u><u>(142,523)</u></u>	<u><u>11,778</u></u>

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

	At 1.9.19 £	Net movement in funds £	At 31.8.21 £
<b>Unrestricted funds</b>			
General fund	22,611	12,538	35,149
Building repair and replacement fund	32,254	59	32,313
	<u>54,865</u>	<u>12,597</u>	<u>67,462</u>
<b>TOTAL FUNDS</b>	<u><u>54,865</u></u>	<u><u>12,597</u></u>	<u><u>67,462</u></u>

Notes to the Financial Statements - continued  
for the Year Ended 31 August 2021

**12. MOVEMENT IN FUNDS - continued**

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 £	Movement in funds £
<b>Unrestricted funds</b>			
General fund	311,201	(298,663)	12,538
Building repair and replacement fund	59	-	59
	<hr/>	<hr/>	<hr/>
	311,260	(298,663)	12,597
	<hr/>	<hr/>	<hr/>
<b>TOTAL FUNDS</b>	<u>311,260</u>	<u>(298,663)</u>	<u>12,597</u>

**13. RELATED PARTY DISCLOSURES**

There were no related party disclosures for the year ended 31 August 2021.

The Heathers Nursery

Detailed Statement of Financial Activities  
for the Year Ended 31 August 2021

	31.8.21 £	31.8.20 £
<b>INCOME AND ENDOWMENTS</b>		
<b>Donations and legacies</b>		
Donations	1,000	-
<b>Other trading activities</b>		
Fundraising events	1,527	1,210
Training income	1,855	-
	<hr/>	<hr/>
	3,382	1,210
<b>Investment income</b>		
Bank interest receivable	10	92
<b>Charitable activities</b>		
Nursery fees	5,553	13,144
Norfolk Education grants	147,014	137,109
CJRS grants	-	2,746
	<hr/>	<hr/>
	152,567	152,999
<b>Total incoming resources</b>	<hr/>	<hr/>
	156,959	154,301
<b>EXPENDITURE</b>		
<b>Raising donations and legacies</b>		
Fundraising	35	287
<b>Charitable activities</b>		
Staff salaries	125,618	115,758
Pensions	1,561	1,403
Rent, rates and insurance	4,575	4,951
Light and heat	1,139	1,025
Sundries	1,436	879
Courses	2,709	2,100
Subscriptions	514	508
Outings and parties	-	70
Repairs and renewals	4,847	3,678
Consumables	2,813	1,605
Carried forward	145,212	131,977

This page does not form part of the statutory financial statements

The Heathers Nursery

Detailed Statement of Financial Activities  
for the Year Ended 31 August 2021

	31.8.21 £	31.8.20 £
<b>Charitable activities</b>		
Brought forward	145,212	131,977
Administration	3,268	3,190
EYPP expenditure	120	371
Depreciation of equipment	3,787	3,074
	<hr/>	<hr/>
	152,387	138,612
 <b>Support costs</b>		
<b>Governance costs</b>		
Staff salaries	3,263	3,184
Accountancy and legal fees	455	440
	<hr/>	<hr/>
	3,718	3,624
	<hr/>	<hr/>
Total resources expended	156,140	142,523
	<hr/>	<hr/>
<b>Net income</b>	819	11,778
	<hr/> <hr/>	<hr/> <hr/>

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The Heathers Nursery

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for the Year Ended 31 August 2021

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