

Annual Report 2023 - 2024



Contents

- 4.** Chairperson's Report
- 5.** Early Years Wales' Strategic Pillars
- 6.** Sustainable, quality childcare businesses, charities, and parent-led groups
- 12.** A qualified, valued, and skilled workforce at all levels (including volunteers and volunteer managers)
- 24.** Support for parents of children in the early years; support for parent-led groups (e.g., Parent and Toddler groups)
- 26.** Promoting a positive start for all children through their early years (0-5)
- 32.** Advocacy for the providers and users of early childhood education and care
- 35.** Our future plans
- 39.** Annual Report and Financial Statements



Annual Report and Financial Statements

1. Chairman's statement
2. Trustees report
9. Statement of trustees responsibilities
10. Independent auditors report
13. Statement of financial activities
14. Balance sheet
16. Statement of cashflows
17. Notes to the financial statements





Chairperson's Report



As I'm sure you will agree, we seem to be living in increasingly uncertain times but helping children achieve their potential is a fantastic investment in a collective and positive future. Providing effective support to children in their earliest years is critical to their development which is fundamentally why Early Years Wales exists - to support those who are supporting children to help them fulfil their potential. And as a membership organisation we're getting stronger - with over 1,750 members across Wales - an increase of over 1,000 since 2020!

This report provides details about all of the things that Early Years Wales has been doing over the past year to help our members and the children and families that they in turn support. Whether it's funding, professional training, child development, business advice, quality assurance or the work we do to advocate for the sector, everything we do is focused on the needs of our members.

And because we want to keep growing and become even more responsive, we're focused on making Early Years Wales a better organisation. Over the past year we've recruited a number of new Trustees to strengthen our Board and I'm particularly pleased to have more diversity and more practitioners represented.

We've also had to respond to changes in the way that local authorities are working. This means fewer locally-based Early Years Wales staff, but we're increasing the range

of specialist support to all of our members across Wales – not just those in areas where local councils fund us.

We're also really aware of the tough times that many families have been having over recent years and the difficult situation that tight budgets have created for many early childhood services. This is why we're spending more of our time advocating for our members with Government and other public bodies to make sure that early years services are given the status and funding they deserve.

In the coming year we want to carry on increasing our membership and become an even better organisation in the service of our members and of children and their families so that we can help deliver the high quality learning, play and care services that children in Wales deserve.

David Dallimore
Chair of Trustees



Early Years Wales' Strategic Pillars

Our work is operationally delivered through five interdependent pillars of activity. Each pillar aspires to support, value, and enhance the early years sector in Wales and each pillar is of equal value.

With over 60-years of sector experience and extensive staff knowledge, Early Years Wales is a trusted organisation for working with the sector and for providing research based and evidence-led policy and practice support.

Early Years Wales aims to provide confidence to our members and our funders by being an organisation that is long-established, robustly governed, and provides a high-quality, supportive environment for our staff. We are focused on delivering value for money.



Sustainable, quality childcare businesses, charities, and parent-led groups



A qualified, valued, and skilled workforce at all levels (including volunteers and volunteer managers)



Support for parents of children in the early years; support for parent-led groups (e.g., Parent and Toddler groups)



Promoting a positive start for all children through their early years (0-5)



Advocacy for the providers and users of early childhood education and care



Sustainable, quality childcare businesses, charities, and parent-led groups

What we did

We distributed £36.76k grant funding to the childcare and early years sector.

This funding, supported by Moondance Foundation, allowed **83** settings to receive financial support to sustain, expand, or enhance their services. These sustainability grants have protected settings from closure and helped settings with essential funds needed to maintain or enhance their services during challenging financial periods.

We provided 12 monthly bulletins and worked with 1,720 unique childcare members across the full range of the childcare and early years sector. Our officers have made **411** visits, **15,896** phone/email contacts, and attended **180** LA meetings in support of the partnership working we undertake.

We have supported 423 charity providers of childcare in Wales. During 2023/24 we helped establish **13** new Charitable Incorporated Organisations (CIOs) and provided support to **194** CIOs *to help them meet their duties and compliances with the Charity Commission*. In line with CIO constitutions, we have supported **52** Trustee Boards with training.

Sadly, some charities closed their services in 2023/24 we helped **11** Trustee Boards to close their charities in line with the Charity Commission's regulations and procedures. We have redistributed £2500 charity funds to similar charities following a charity dissolution process.

We have embarked on a project to review our QfA scheme and as of October 2023 our new ‘online’ QfA Assessment Tool became available to purchase for our members. During 2023/24, we sold **45** Initial Assessment Tools, of which **7** providers successfully achieved their QfA status. The new QfA process is about more than the assessment; our QfA is a reflection and improvement process that includes a professional dialogue to help recognise the providers’ successes and prioritise areas of development. You can hear more about this quality scheme by [clicking here](#), including the comments made by providers about how the scheme helps them in their work.

In support of the expansion of Flying Start in Wales, our team has helped 18 settings gain accreditation with their local authority to deliver Flying Start funded childcare for 2-year-olds. The process of tendering can be daunting for all, but for small childcare providers, or those that have not been familiar with the processes to date, it can feel even more challenging. Early Years Wales has helped **18** providers with the information and support they needed to successfully become Flying Start providers of funded childcare.





Moondance and Early Years Wales; working in partnership to support childcare providers in Wales


In 2023/24 Moondance provided Early Years Wales with **£30000** of grant funding to support the childcare sector. This funding was ring-fenced in our budget and 100% of the funding went directly to members. Early Years Wales took the decision in 2021 to not charge any service charges or staff time to administering grants from our partnership with Moondance.

In 2023/24 the grant funding supported **31** providers of childcare across **12** local authority areas.

How the grants helped

The applications for grants covered a wide range of needs. This included the additional benefit of free membership to Early Years Wales, which enabled every recipient of a grant to receive the full range of member benefits available through our membership offer. As a result of the partnership with Moondance we registered **61** additional members with Early Years Wales. The applicants for support requested help with short-term sustainability issues caused by inflation, utility cost rises, or unexpected rent increases. As we know, the market volatility in 2023 and 2024 was unprecedented and many small organisations found this a challenge due to operating on very small margins.

Other applicants benefited from set-up costs which helped them establish new or extended services for children in their area. Some examples include, new outdoor forest play area, sensory playroom, set-up community toddler groups, new wraparound, marketing and family events.



In support of partnership working, some of the grant funding allowed childcare providers to purchase insurances, memberships or resources from partner organisations like NDNA Cymru and PACEY Cymru. We enabled this link because the provider was able to demonstrate how the grant would help them and there was no need for us as a facilitator of the grant funding to be protective or restrictive towards wider partnership working.

Who the grants helped

Over the course of 2023/2024 the grants we facilitated helped:





Case study

Creative Childminders on Conwy beach; Environmental Artist workshop

The May 2023 issue of *smalltalk* magazine featured an article from a group of childminders in Conwy, who had been awarded funding through the small grant scheme to run an art session on the beach with local artist, Tim Pugh.

Read the article in full [here](#)



What did the recipients say?

“This is fantastic news thank you very much!!! We all really appreciate the support from the panel and can assure you that the money goes to such a wonderful setting and superb staff.”

“That is great news thank you so much for supporting our playgroup. The award of £1,000 will make such a big difference to the playgroup.”

“This has more than helped (and sort of saved me). I get paid weekly with the Teaching Agency and would not have been able to make payments without your help. Huge thanks to you for everything. I honestly mean that from the bottom of my heart.”

“Thank you so much, that’s going to be such a benefit to the children’s safety.”



A qualified, valued, and skilled workforce at all levels (including volunteers and volunteer managers)

What we did

We provided 32 training opportunities, plus 7 Lunch and Learn sessions across 3 terms during 2023/24. Our training planners outline the availability of training across the diversity of our member interests and are updated each quarter. The offers we provide include helping with leadership and management, practice and pedagogy, and updating policies and procedures.

Through our **Foundation Learning** grant funding additional training was provided including 'Getting to know your children' observation training, an introduction to 'Through the eyes of a child' and 'Nature Notes' resources by led by an external consultant, Nia Beynon. Additionally, a recorded webinar on supporting the 'Quiet, Shy and Anxious child' was commissioned in partnership with Dr Susan Davis and Dr Rhiannon Packer from Cardiff Metropolitan University.

The Foundation Learning Excellence Programme grant has allowed the developments of two excellent resources; 'Nature Notes' resource and 'Through the eyes of a child' supporting practitioners to introduce a combination of rhymes/songs with children and a guide for practitioners' professional development.

Two case studies captured childcare providers' approaches to their anti-racism journey. These will be published on Hwb when approved by the Welsh Government alongside our previous case studies. We also hosted two in-person events focused on helping practitioners with the three-enablers in the Curriculum for the funded non-maintained nursery settings in Wales attended by over **80** practitioners across Wales.





During 2023/24 we recruited into our Welsh language team and successfully achieved the Welsh Language commissioner's Cynnig Cymraeg recognition for our contributions to the Welsh language. We are one of 100 organisations in Wales with this accreditation.

145 of our members have been supported to embark on **Camau**, proving opportunities for **327** practitioners to access Welsh language learning opportunities. This work allows the staff to learn the Welsh language from beginner to fluency delivered as an asynchronous learning journey. **42** of our members have embarked on the **Welsh Promise**. This scheme underpins the practitioners' own language development with support to develop the language offer in the setting.

“The children have loved the sessions, after the first one, we noticed them singing more songs in Welsh and using phrases around the classroom and in their play, particularly role play. After the last session the children have been more engaged with the books and soft toys creating their own stories and using Welsh words that they are familiar with.” - St Paul’s Flying Start

The **Cydweith Cymraeg** has completed its pilot year, which saw **12** settings engage in the project across Wales. The piloting stage was a great success, with settings embracing the opportunities to embed the Welsh language through music and play. Read about the project in full [here](#)



We hosted a number of events highlighting Welsh language practice and development. **Cymraeg in the Curriculum** was delivered to **18** members and facilitated conversations regarding the implementation of the Welsh language in the Curriculum for Wales. We have also hosted four '**Loving the Language**' sessions that look at spoken languages that are not English, and how all settings work with home-languages in promotion of bilingualism and celebrated the Welsh language and culture with **36** childcare providers during our **Gwyl Fach** event in St Fagans in South Wales, where we focused on the use of Welsh language, rhymes, stories, and culture to enhance practice.





"What started with my journey on developing my professional career, has embarked on a journey for the whole team. The work we are doing is not in addition to what we need to do, it is now embedded into our everyday practice." - St Padarn's Playgroup on their commitment to the Welsh Promise. Click [here](#) to read [more](#).





To help our members with policy updates we have held webinars and meetings to outline new or planned changes to practice. During 2023 we were joined by Welsh Government and our incoming Chair, David Dallimore to outline to members the importance of the recent Early Childhood Play, Learning and Care policies in Wales. We held member meetings to discuss changes to safeguarding requirements and have provided safeguarding training to **130** practitioners. Our staff also provided updated information to members on the National Minimum Standards (NMS) for childcare providers, the proposed Professional Register of the workforce, and how the settings can work with children to increase the opportunities for child-centred decision making during the day.

As part of our social-funded partnership, Cwlwm, we presented to the Senedd Scrutiny panel for Social Justice on the accessibility and availability of ALN support in childcare. Our work to help members with ALN access, provision and support focuses on two distinct approaches. Through our communications and forums, we help members with the implementation of the policies and their practice along with bespoke requests responding to member enquiries.

We also provided support through funded-service level agreements in four local authority areas. This work either directly provided the brokerage and application processes on behalf of the local authorities or worked directly with settings in support of practice enhancement where an identified need was made by the local authority. Through the brokerage/ application processes we managed and facilitated funding for **38** children were identified, assessed with partnership working with the local authority and other agencies, and placed in **34** settings around Wales with the associated staff support (1:1 or as required through the planned support).

The difference we made



The following case study highlights the impact of Play, Move, Thrive delivered in partnership with Sport RCT. Rebecca, from Cwmclydach Primary School's individual feedback is captured within this [powerful video](#).



Sport RCT

Case Study

Getting children more active – Play Move Thrive at Cwmclydach Primary School

Early Years Wales approached us with an idea to offer Play Move Thrive training to school teachers in RCT. Play Move Thrive aims to provide the knowledge, skills and attitudes needed to support children to be ‘fully physical’ in the curriculum for Wales. Early Years Wales explained that the training would help our schools to embed movement throughout the whole school day, using areas and resources that they already had. We loved how PMT used movement to enhance learning and engage children, so we organised the training, and invited Nursery and Reception teachers to attend. A lot of our schools were asking for help getting children active in the early years, specifically during wetter months, and we believed that PMT could really help them.

We held three courses and 43 teachers/teaching staff attended from 33 different primary schools. The training gave teachers an understanding of why movement is important, but also a wealth of ideas to implement in the classroom.

Rebecca from Cwmclydach Primary School completed the training, and found it informative, beneficial and fun. The training improved her understanding and increased her confidence. Since the training she has introduced subtle changes in the classroom, all with the aim of providing learners with an environment in which they can actively develop their physical skills. She has altered the layout of her classroom to allow learners to move freely throughout the day. Rebecca has evaluated the school resources

and used them to develop physical skills in the classroom. The school hasn’t needed to purchase any extra equipment. They have used areas, equipment and resources that were already available to them, but in a new, insightful way. The activities have impacted massively on the engagement of learners. They want to participate in the activities and often ask for them. By introducing multi-sensory, physical activities in class, Rebecca has seen changes in learners’ behaviour as they are engaged in activities that are interesting to them and, most importantly, are fun.

“This training has deepened my understanding of the importance of physical activity on young children’s physical, emotional and sensory development.”

“I found the physical activities I participated in impactful and have since started ‘good morning sun’ and a sensory walk. This has been impactful on my ALN students.”

“We developed a bank of ideas that we could run with as soon as we got back to the classroom. I love that we don’t need to spend any money to create the movement activities suggested.”

43 teachers trained

100% enjoyed the training

100% feel more confident

33 schools engaged

100% feel they learnt new ideas and information

Download the case study to read in [full here](#)



Anti-racism coaching programme in partnership with the Black Nursery Manager, Apex Educate, and Representation Matters

In 2023 we worked with Liz Pemberton, Rachel Clarke and Aisha Thomas to facilitate the delivery of a highly successful coaching programme for early years practitioners. This course focused on childcare provider leaders and aimed to go beyond one-off training and take a longer and more sustained approach to racial literacy and early years practice. The outline of the course is shared below (note in present tense as advertised at the time).

What we promise in this course

This exciting coaching course runs across most of the academic year. Our course is aimed at Early Years practitioners and Primary school participants, who want to learn about anti-racist practice and how to plan and teach with an antiracist lens. It will involve exploring values and beliefs held, as well as opportunities to reflect on current practice. Gap tasks will be set between sessions to support the development of anti-racist knowledge and reflection.

The course is led by three anti-racist consultants, who have worked across educational sectors and beyond. All are passionate people who believe in the necessity for a more anti-racist comprehensive program for educators. This course will:

- Facilitate conversation and reflection
- Prompt thought
- Nudge beliefs and thinking
- Outline anti-racist actions that can be taken

The course will run every month for 10 months.

A bespoke 10 session coaching course to develop anti-racist practice and learning for Early Years and primary educators

ANTI-RACISM COACHING PROGRAMME

LIZ PEMBERTON, RACHEL
CLARKE & AISHA
THOMAS

What happened

We worked with **ten** providers of childcare across Wales. We selected the participants through an expression of interest application process. We asked each applicant to demonstrate that they would commit to the programme, work between the sessions on tasks, reading and deeper learning, and had the support from the staff/management structures in their setting. Over the course of the programme our participants substantially raised their understanding of anti-racist practice. The impact of this was reflected through their personal journeys.

Our three consultants were outstanding, individually and collectively. Their coaching was personal, focused, sensitive and supporting when needed, and challenging and direct when required. All participants would agree that for everyone engaged in the process, including our three staff colleagues, honesty, deep reflection, and learning took place. Misconceptions and biases were challenged with research-backed information, integrity, and personal living experiences from the consultants. This openness helped build trust and greater understanding for the participants.

As a direct result of the coaching one setting enrolled all their practitioners on entry level training and made anti-racist practice a feature of their staff development conversations in every meeting. A second multi-chain setting used their staff development meeting with over **100** childcare practitioners to share their learning and reflect on how they needed to make changes to their practice and their parental welcome policies across all **seven** settings.

Every provider that embarked on the training took the time to engage in meaningful conversations with their wider staff team and purposeful reflections about their practice. A third setting discussed how the superficial representation they had included in their setting had been replaced by meaningful and child age-appropriate activities. One great example originated from the children's interest in what the practitioners were drinking during their breaks from their safety cups. This resulted in a practitioner finding a book called 'Teatime around the world' and exploring the



Liz Pemberton
www.theblacknurserymanager.com



Rachel Clarke
www.apex-educate.co.uk



Aisha Thomas
www.repmatters.co.uk



potential of tea [the drink]. The activities spiralling from this included sampling different teas, finding where tea is grown on maps and pictures, undertaking art activities with tea leaves and tea, and a family asking to visit to share their Sri-Lankan heritage and tea making. The children made nettle tea and herbal tea from their garden and wildlife areas and understood more about the drink, the cultures, and choices people make.

Individually, course participants reported their own development. Practitioners were sharing how they had taken this work into their everyday life. One practitioner discussed how they witnessed something racially motivated in their supermarket and 'could not walk past', but felt they had to speak up and support the target of the racialised language. This participant also shared how they had started re-framing labelling language people in her village used when discussing fellow residents who were not racialised as white. A second practitioner discussed how normalised language in her community was being reflected by the children in her setting and that prior to the training it was addressed but only upon hearing the words spoken. As a result of the training, the staff planned to and addressed the issues directly, working with the community, the owners of a retail shop and the children. Staff re-directed the racialised language by giving the retail owner a name, a value, and demonstrating the positive relationship the shop has with the people in the community. The business owner visited the setting, and the children visited the shop building positive relationships.

These brief vignettes are a few of the many that could showcase how significant and powerful the coaching course was.

Of course, none of this was possible without the coaching provided by Liz Pemberton, Rachel Clarke and Aisha Thomas. They deserve all the credit and plaudits for this programme of learning and our delegates and Early Years Wales is grateful to all three consultants for the excellent programme of learning.



Support for parents of children in the early years; support for parent-led groups (e.g., Parent and Toddler groups)

What we did

As so much of the policy landscape has changed in Wales in recent years, our policy pack for the Parent and Toddler groups was updated in 2023/24. This important pack aims to provide the organisers of parent and toddler groups with the knowledge and information to help them run their settings effectively. The pack has been made available to current members of Early Years Wales as a free downloadable resource.

During 2023/24 we continued to provide our training offer Active Baby and You and Active Baby at Home courses. This training supports parents and professionals with key information about the child development pathway that babies are on. The focus is to improve the opportunities for movement with the children through the use of freely available resources that the professionals and parents can access at home. This movement promoting training aims to help everyone with the knowledge about the whole-child benefits of movement and facilitates practical invitations to move with children and to connect with the baby in their formative years.

We launched a new, Play Move, Thrive area on our [website](#). This area includes videos, resources and guides for parents and practitioners. The resources allow a freely accessible basic package of support, alongside more in-depth learning materials that are available following practitioner or parental attendance at one of the courses named above. We think all parents should be informed of some of the key information about a child's first **1,000 days** and have made this available to all.



The difference we made

Supporting parents and young children to have highly positive experiences through *smalltalk* magazine. During 2023/24 Early Years Wales *smalltalk* magazine tackled several important issues that affect families away from the setting.

Some of those articles can be read by clicking on the images below.



Brush-up on Dental Health (May 2023)



Everyone deserves a well-furnished home (October 2023)



The Importance of Sound (May 2023)



What is Juvenile Idiopathic Arthritis (February 2024)



Promoting a positive start for all children through their early years (0-5)

Promoting wide-spread understanding of the importance of the first 1,000 days of childhood. Through all our communication channels and programmes in 2023/24 we have shared the latest research in child development and neuroscience with our members, stakeholders and elected representatives. We were delighted to read from the incoming First Minister, Vaughan Gethin about his focus on the first 1,000 days for children. We established a partnership with Alberta Family Wellness Centre and have translated their asset pack on the Brain Journey they authored and promoted in partnership with Oxford University into Welsh.

During 2023/24 we worked with the Open University to co-author a child-development module of learning, 'Incredible Years'. This Open University hosted learning module aims to help anyone with a professional interest in working with children to understand the developmental journey they undertake and how children need play, experiences, language and communication and movement to develop holistically. The online module will become part of the Open Universities module of learning for continuous professional development in early years pedagogy.

All staff in Early Years Wales have undertaken basic training in neurological development of children and the brain journey concepts. We have begun to share and disseminate the brain journey information to our stakeholders through presentations and made connections to policies and practices that have robust evidence-based impact on children in early years. Our plans for 2024/2025 include rolling-out this information more widely; both to practitioners and parents.

Working in partnership with Aneurin Bevan University Health Board (ABUHB), we have undertaken a pilot project to support the community practitioners to understand how movement, language and opportunities daily help young children's development. This project aimed to help ABUHB with some of the challenges around infant obesity. Our approach connects the movement children undertake to their development. It includes reference to children's progressions from primitive reflexes to postural control and how these developments help children with learning, communication, self and co-regulation, and executive function.

What we did

Following our event Movement Matters: Holistic child development through the lens of physical development we were approached by Public Health Gwent to deliver our umbrella physical literacy training to **five** local authorities across Gwent. The programme consisted of our Active Baby (0 -18 months), Active Toddler (18 months – 3 years), and Active Child (3 - 5 years) training courses.

Working with early years stakeholders and community sports development officers we were required to provide a post-delivery evaluation of training to assess the impact of the training and how it has been embedded into their practice. We were supported by the Healthy and Sustainable Pre-School Scheme Officers who will support the implementation across each area.

In total, we ran **5** Active Baby, **5** Active Toddler, and **4** Active Child sessions with **146** attendees across all programmes.

For more information on the courses, click [here](#)



What the participants said

"Thank you very much for a lovely course straight forward and easy to understand"

"A really interesting course that was delivered tonight. Very knowledgeable deliverers and lots of interaction with the team overall"

"I really enjoyed the training, it was very informative, I was excited to tell the rest of my colleagues all about what I had learnt and couldn't wait to put some of it into practise in my setting"

"The girls were lovely and conducted the training well , they made it fun to learn"

"Thank you. Very informative and interesting training. Made to feel at ease and easy to participate"

"Jane was brilliant at delivering the course, she kept it fun and entertaining and I really learnt a lot from it!"



Creative Learning in the Early Years. Our jointly funded project working in partnership with Paul Hamlyn Foundation, Arts Council of Wales, and externally evaluated by Cwmpas has continued to develop excitingly. During 2023/24 **12** settings completed the initial pilot with some incredible journeys noted in the report. Also during this period we facilitated the engagement of Mudiad Meithrin into the project, and recruited an additional twenty settings to work with us during year 2. The training provided has supported **12** creative professionals to work in the early years sector.

Click the cover image to read the report in full

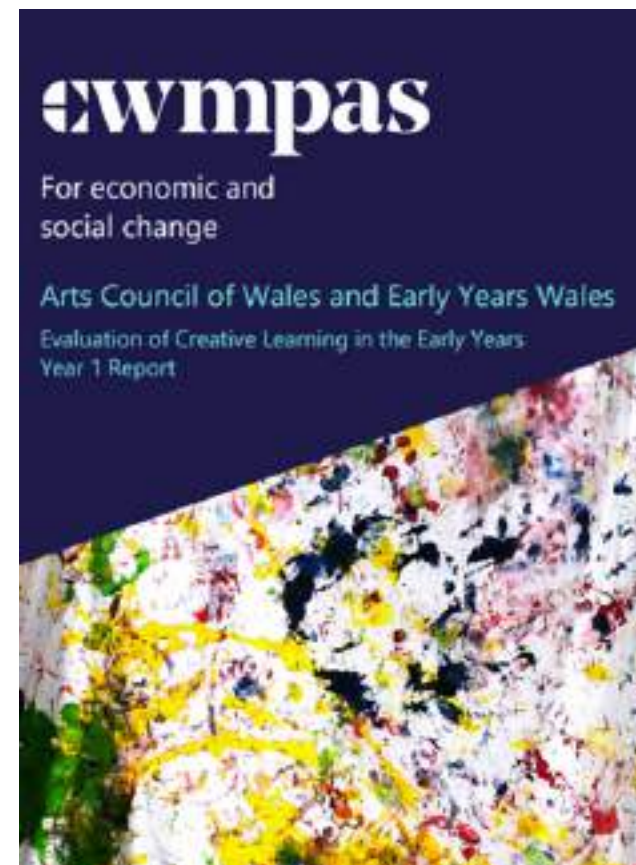



Photo credit: Overton Playcentre, Cwmpas Evaluation of Creative Learning in the Early Years, pg 37



"Opportunities to move creatively and be physically expressive are vital to the development of early years children. As a dance artist, I am fortunate to spend time playing with young children to support their physical development and communication. It is often difficult to tell who is having more fun wriggling like a worm, jumping like a frog or flying like a butterfly! The smiles are infectious, passing from one child to another around the group, and the giggling always adds another beautiful layer to music I use to help support and stimulate movement that sparks children's imaginations." - Angharad Harrop, Dance Artist

Click [here](#) to read the article in full



Bird Watching



about where we
look to find the birds.



We worked very hard to
search the forest.



owed some great
team work!



We were very proud of
ourselves after we found them
all.

Bird Nest Making



We discussed what
materials the birds may like
to use to build their nests.



We explored the forest
for materials.



'Through real life experiences, children learn about the interrelationship of all living things. This helps them to think about the bigger questions of the environment, sustainability and climate change.' (Froebel Trust: 2022)

Camau Cyntaf Rhydyfelin took art in the Creative Learning in the Early Years programme. Their area of focus was on engaging with nature and outdoor learning. The impact this project had on one child in particular was extraordinary. Click [here](#) to read the article in full

sticks to create a nest for
our bird

look up high and down low for
the perfect spot for our nest



Advocacy for the providers and users of early childhood education and care

Challenging funding levels for the childcare sector. During autumn 2023 we recognised the challenges childcare providers would face in meeting the uplifts to the Living Wage from April 2024. We surveyed our membership and reported their concerns to the Welsh Government in January 2024. Our report highlighted the concern about financial viability and sustainability in the current economic climate. The report summary is provided [here](#).

We have worked closely with policy makers to raise awareness of the financial challenges that the sector faces from April 2024. We continue to advocate for further investment into the early years sector in Wales.

During 2023/24 we worked with the Welsh Government cross-party groups on poverty, and children and families, and represented the childcare sector in response to reports about the impact of childcare costs on family budgets and poverty. We attended two report launch events at the Senedd and one hosted in a family centre in RCT led by Oxfam Cymru. Working with the cross-party group on poverty, and the Welsh Government cross-party group for children and families, Early Years Wales has attended four meetings during 2023/24 to provide the perspective of the childcare and early years sector.

In June 2023, we hosted our awards and conference event. The awards, supported by prizes and contributions from Community Playthings for all category winners recognised the positive and innovative work that the providers of childcare undertake in Wales. (See case study below for information). The conference keynote speakers were:

- Laura Henry-Allain MBE - how stories and narrative support an anti-racist approach in early years
- Alice Sharpe - the power of imagination
- Paul Isaacs - 'Live as a fruit salad', reflecting on the many presentations of autism and behaviours that people with autism use.

Our summary [playreel](#) highlights the enthusiasm, joy, and networking that the event brought with it. For all our winners, the value they place on the recognition for the work they do with children is clear.



Positive difference...

We believe that the early years and childcare sector makes a significant and lasting positive difference to children and our awards aim to recognise excellence, promote the impact of the work that practitioners do, and raise the profile of the sector. Read all about our 2023 winners [here](#)





Our future plans


As an organisation we are continually reflecting on the value of our services and the opportunities that we want to offer for our members. The following outlines some of our plans for 2024 and 2025.

- **Free membership offer** – our Trustee Board voted to extend our free membership offer in 2024-2025. The majority of this is funded from our invested reserves. We are grateful to the Moondance Foundation for their sponsorship of the free membership offer for home-based childcare providers and charity childcare providers. This funding substantially supports our offer and extends our reach.
- **Asynchronous learning** – our learning portfolio continues to develop. This year our focus shifts towards more asynchronous learning content as we recognise that the opportunity to attend scheduled sessions in the day and evening remains challenging for our members. Our Play, Move, Thrive offer, and our related member content in our Shop area begins our population of some consistently available asynchronous learning material.
- **Supporting the transmission of the Welsh language** – our plans to support greater parental engagement in their children's use of Welsh include more interaction with Parent and Toddler groups and more support to help parents develop the confidence to use Welsh with their children.
- **Staffing changes** – we have undertaken a staffing structure review and significantly altered our management structure to reflect our key priorities and budget resources.
- **Updated membership offers and benefits** – we are reframing our membership offers and updating the range of products and services we provide for each member category.


- **Partnership working with DARPL** - we continue to demonstrate leadership in the sector with our contribution to DARPL, and the work taking place at strategic and operational levels to embed anti-racist practice into early years in Wales. Our journey to date is summarised in our CEO's case study hosted on the [DARPL website](#). This work is supported by our bespoke training and learning offer focused on the early years of childhood and the work practitioners can do in their settings and with the families they support. We are working with DARPL on updated practitioner training.
- **Website updates** - we are updating our [website](#). This work will help us improve our public projection and share a better user journey to our products and services.
- **Office footprint** - we have rationalised our office footprint to allow staff to work more agilely. This reduction in liability from our estates frees up capacity for greater investment into people and services.






 EarlyYearsWales2018

 earlywales

 earlyyears_wales

 Early Years Wales

www.earlyyears.wales

www.blynyddoeddcynnar.cymru



Charity registration number 1056381

Company registration number 03164233 (England and Wales)

EARLY YEARS WALES 2018
T/A EARLY YEARS WALES
ANNUAL REPORT AND FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2024

EARLY YEARS WALES 2018

T/A EARLY YEARS WALES

CONTENTS

	Page
Trustees report	1 - 7
Statement of trustees responsibilities	8
Independent auditor's report	9 - 11
Statement of financial activities	12
Balance sheet	13 - 14
Statement of cash flows	15
Notes to the financial statements	16 - 34

EARLY YEARS WALES 2018

T/A EARLY YEARS WALES

TRUSTEES REPORT (INCLUDING DIRECTORS' REPORT)

FOR THE YEAR ENDED 31 MARCH 2024

The trustees present their annual report and financial statements for the year ended 31 March 2024.

The financial statements have been prepared in accordance with the accounting policies set out in note 1 to the financial statements and comply with the charity's governing document, the Companies Act 2006 and "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

The purposes of the charity as set out in the governing documents and articles are:

For the public benefit, alone or in conjunction with other organisations, the promotion and advancement of the education, development and care of preschool children in Wales by:

- a. Providing support and guidance including upon governance, regulation, planning, quality improvement and workforce development to organisations and individuals that provide for the education and care of preschool children; and
- b. Encouraging parents, carers and families of preschool children to understand their needs and to provide for their needs by engaging them in activities that promote their education, development and care.

Early Years Wales' main activity is to support all children, adults with childcare responsibilities and early years providers to give every child across Wales the best start in life. We believe that all families have the right to high-quality play, education and care opportunities to help their children reach their potential.

Our strategic aim:

To support all pre-school children, their families and early years providers to give every child across Wales the best start in life.

Our objectives:

1. Supporting the early years providers and the early years workforce
2. Supporting parents, carers and families to participate in play
3. Promoting the work of Early Years Wales widely
4. Contributing to policy implementation at National and local levels
5. Developing partnerships
6. Maintaining and developing the organisation's governance and management
7. Recruiting and developing staff and volunteers
8. Seeking and managing funding to maintain and expand our services

We aim to facilitate giving children the best start in life by providing services that promote child development and support families throughout Wales. This is achieved by supporting members to provide early intervention and family service programmes. We offer high-quality support and representation for our members and offering our own accredited quality assurance schemes. The charity also works collaboratively with other organisations, including other early years, childcare, education, playwork charities and statutory agencies to deliver our services. The charity promotes and delivers access to affordable, flexible, and high-quality childcare provision.

Early Years Wales has always promoted the value of parental participation in their child's development. This was a founding objective of the organisation and we continue to develop ways to ensure that families are supported from the birth of a child and throughout their early years.

We see our role as providing our members with information, guidance, offering a listening ear and supporting them to achieve their goals. We measure our success in achieving these objectives by analysing the impact of our work through our reporting and monitoring and through case studies. Through our work, Early Years Wales seeks to support its members by encouraging discussion about early years services. We keep them updated on changes to legal requirements and assist with planning to sustain their businesses.

EARLY YEARS WALES 2018
T/A EARLY YEARS WALES
TRUSTEES REPORT (CONTINUED)(INCLUDING DIRECTORS' REPORT)
FOR THE YEAR ENDED 31 MARCH 2024

In addition, we provide targeted one-to-one support; news about the early years sector; and signposting to qualifications and training opportunities. Early Years Wales' dedicated Foundation Phase support, Welsh Language support, our Quality for All quality assurance scheme, our Healthy and Active project, and the development of support publications and resources all serve to improve quality in the sector. We recognise that many early years providers operate in a diverse range of environments which can be challenging. These include rural communities and areas of disadvantage. Many settings are reliant on a mixed economy of funding e.g., Flying Start, Early Entitlement for 3- and 4-year-olds and parent fees, and the Childcare Offer. These factors can challenge sustainability, as can local and national funding initiatives. Our aim is to inform, support and signpost so that these issues can be addressed, and capacity maintained.

The Trustees have paid due regard to guidance issued by the Charity Commission's public benefit guidance in deciding what activities the charity should undertake and in planning future activities. Due diligence is given to how planned future activities will contribute to the strategic aim.

Achievements and performance

See full document for our review of the achievements and performance of Early Years Wales in 2023/24.

EARLY YEARS WALES 2018

T/A EARLY YEARS WALES

TRUSTEES REPORT (CONTINUED)(INCLUDING DIRECTORS' REPORT)

FOR THE YEAR ENDED 31 MARCH 2024

Financial review

Incoming Resources

Incoming resources for the year ended 31 March 2024 was £979,367 (2023: £1,244,484). Income from charitable activities was £935,630 and has increased from £1,211,099.

Resources Expended

Resources expended during the year ended 31 March 2024 were £1,191,939 (2023: £1,301,559).

Results

Net outgoing resources for the year were £116,649 (2023: deficit of £110,731). Before investment gains (2023: losses), an unrestricted deficit of £196,124 was generated (2023: deficit of £25,178) and a £16,448 restricted deficit generated (2023: £31,897 deficit).

Cash Flow

Cash flow remains strong, holding £212,481 (2023: £118,545) in cash.

Principal Risks and Activity

The principal risk identified by the Trustees is our reliance on short-term funding. We are seeking to mitigate this by widening our training offer, increasing our member services and resources, and moving towards strategies that can diversify income sources.

Cyber Security

We work to the best-practice principles of Cyber Essentials. All data is stored and accessible only through an encrypted gateway. All equipment is monitored on a 6-monthly basis. All data is backed-up routinely and two unique copies are held to prevent data loss.

Investment Powers and Policy

The Trustees, having regard to the liquidity requirements of the charity have previously operated a policy of keeping surplus cash balances as liquid as possible and any surplus balances will be invested in deposit accounts. Market volatility continues to limit the growth in the investment, and having set a deficit budget, we have used funding from our reserves to support our programme of delivery. There has been no negative impact on the dividend return we have achieved, and our investment is monitored closely by the Board and reviewed annually with the investment management company. Our Investment Policy Statement is reviewed annually by the Board.

Reserves Policy

We have utilised some of our reserves over the past years to continue what we believe to be essential services. With increased opportunities for partnership working, the association needs to be in a strong and sound position to be confident in applying for funds.

The Charity receives external funding in the form of grants and contracts to support its very important activities in the furtherance of charitable objectives. Such funding sources are subject to change and cannot be guaranteed. In addition, the Charity undertakes project-driven work for which restricted income is received.

The Trustees in the past considered that the level of reserves needed to be sufficient to cover 12 months' running costs. As the organisation holds over this amount, the Trustees are now looking to utilise some of that money for charitable aims and review the designation for further funds. In the budget for 2022/23, the Trustees designated £280,000 to be allocated to the projects identified below:

- Central Support Services
- Governance
- Healthy and Active Fund match-funding
- People Development and Learning
- Welsh Translation

At the reporting date, free reserves were £1,170,595 (2023: £1,244,714) representing unrestricted funds less tangible fixed assets less designated reserves. The remaining funds are held with an aspiration to achieve income that the charity can spend on its aims.

EARLY YEARS WALES 2018 T/A EARLY YEARS WALES TRUSTEES REPORT (CONTINUED)(INCLUDING DIRECTORS' REPORT) FOR THE YEAR ENDED 31 MARCH 2024

Structure, governance and management

Governing Document

Early Years Wales is a charity and company limited by guarantee and is governed by memorandum and articles dated 12 July 2018.

Directors and Trustees

The directors of the charitable company (the Charity) are its Trustees, for the purposes of charity law and throughout this report they are collectively referred to as the Trustees.

Appointment of Trustees

As set out in the current Articles of Association, the Chair, Vice Chair and Treasurer are elected by the Trustees and members. The Company Secretary is appointed by the Trustees. The Trustees are recruited using a variety of methods ranging from general advertisements, direct approach where specific skills or experiences are sought, and referrals. Trustees are appointed for a period of four years and can be reappointed for a further four years before stepping down for at least 12 months. Trustees are a blend of Early Years Wales members representing the early years sector, and volunteers with skills and experience from professional and personal experience. Co-opted Trustees may also be appointed.

Trustee Induction and Training

Trustees are inducted into Early Years Wales by the CEO and Chair. There is bespoke and generic Trustee training available.

Organisation

The Board of Trustees, which can have up to 20 members, administers the Charity and sets the overall mission, direction, and strategies of Early Years Wales. It scrutinizes performance to secure effective implementation of strategy as well as approving budgets and monitoring membership and the risk assessment register.

Details of implementation and execution are the responsibility of the senior management team led by the Chief Executive Officer. This ensures that:

1. The organisation stays focused on its mission and strategy.
2. Key strategic and policy decisions are made by the board, and
3. Support and constructive challenge are given by the Trustees to the senior management team and the Chief Executive.

The board meets six times a year. The finance group meets in the interim months between board meetings.

Related Parties

There are no related party transactions relating to the financial year 2023/24 (2023: nil). All interests are required to be declared and signed in the Trustees Declaration of Interests proforma as required under Early Years Wales' code of governance. A conflict-of-interest register is kept and updated annually or when appropriate. In addition, all Trustees are asked to declare any interest pertinent to the agenda at all Board Meetings.

We have plans to utilise Trustee expertise in support of our Anti-racist action plan and will report this in 2024/25 subject to any related party benefiting from payment for professional skills and services.

EARLY YEARS WALES 2018 T/A EARLY YEARS WALES TRUSTEES REPORT (CONTINUED)(INCLUDING DIRECTORS' REPORT) FOR THE YEAR ENDED 31 MARCH 2024

Key Management Personnel

The Trustees consider that key management personnel are the senior staff, consisting of:

Chief Executive – Dave Goodger
National Development Manager – Maggie Kelly
North Wales Manager – Moya Williams
West Wales Manager – Elaine Jones (retired January 2024)
South Wales Manager – Andrea Wright
People Learning and Development Manager – Julie Powell
PA and Office Manager – Julie Besley
Finance Manager – Lisa McMullen

Pay Policy for Staff.

Salaries for all staff are approved by the full Board and are set at market rate. Early Years Wales is a Real Living Wage employer. Employment Policies - Early Years Wales policy is to give full and fair consideration to applications for employment made by disabled persons, having regard to their aptitudes and abilities. Disabled employees receive appropriate training to promote their career development within the charity. Employees who become disabled are retrained in their existing posts where possible or retrained for suitable alternative posts. Regular meetings are held with all staff. Employees are kept well informed about the progress and position of the charity by regular departmental meetings.

Risk Management

Early Years Wales considers itself to be a 'risk intelligent' organisation, taking appropriately managed risks in an increasingly difficult environment. Our risk register and risk management procedures are fully embedded within the organisation. The risk register is updated and reviewed by Trustees and Senior Managers at the Board Meetings.

Covid-19 Response

During 2023/24 there were no disruptions caused by Covid-19.

**EARLY YEARS WALES 2018
T/A EARLY YEARS WALES
TRUSTEES REPORT (CONTINUED)(INCLUDING DIRECTORS' REPORT)
FOR THE YEAR ENDED 31 MARCH 2024**

Reference and administrative details

Charity name	Early Years Wales 2018 T/A Early Years Wales
Charity number	1056381
Company number	3164233
Principal and registered office	Unit 1 Coopers Yard Curran Road Cardiff CF10 5NB

Trustees	Carolyn Asante Dr David Dallimore (Chair) Kathryn Leighfield Tom Maclean - resigned 01/02/24 Lisa Owen Jamie Powell Emily Rice - appointed 01/02/24 Mike Thorne - resigned 31/03/24 Victoria Wright - resigned 01/02/24 Jocelyn Elmer - appointed 01/02/24 Jaziea Farag - appointed 01/02/24 Gabriella Meredith - appointed 07/12/23 Clare Murphy - appointed 01/02/24
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Secretary	David Goodger
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Auditors	Azets Audit Services Ty Derw Lime Tree Court Cardiff Gate Business Park Cardiff CF23 8AB
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Bankers	Bardlays Bank 51 Hope Street, Wrexham LL11 1BE
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Investment providers	CCLA Senator House 85 Queen Victoria Street London EC4V 4ET
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**EARLY YEARS WALES 2018
T/A EARLY YEARS WALES
TRUSTEES REPORT (CONTINUED)(INCLUDING DIRECTORS' REPORT)
FOR THE YEAR ENDED 31 MARCH 2024**

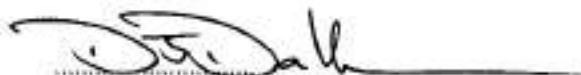
Auditor

In accordance with the company's articles, a resolution proposing that Azets Audit Services be reappointed as auditor of the company will be put at a General Meeting.

Disclosure of information to auditor

Each of the trustees has confirmed that there is no information of which they are aware which is relevant to the audit, but of which the auditor is unaware. They have further confirmed that they have taken appropriate steps to identify such relevant information and to establish that the auditor is aware of such information.

The trustees report was approved by the Board of Trustees.



David Dallimore
Chair

Dated: 18/07/24

EARLY YEARS WALES 2018
T/A EARLY YEARS WALES
STATEMENT OF TRUSTEES RESPONSIBILITIES
FOR THE YEAR ENDED 31 MARCH 2024

The trustees, who are also the directors of Early Years Wales 2018 for the purpose of company law, are responsible for preparing the Trustees Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

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 charity and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that year.

In preparing these financial statements, the trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgements and estimates that are reasonable and prudent; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in operation.

The trustees are responsible for keeping adequate accounting records that disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

The trustees are responsible for the maintenance and integrity of the charity and financial information included on the charity's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

EARLY YEARS WALES 2018 T/A EARLY YEARS WALES INDEPENDENT AUDITOR'S REPORT TO THE TRUSTEES OF EARLY YEARS WALES 2018

Opinion

We have audited the financial statements of Early Years Wales 2018 (the 'charity') for the year ended 31 March 2024 which comprise the statement of financial activities, the balance sheet, the statement of cash flows and the 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, including Financial Reporting Standard 102 *The Financial Reporting Standard applicable in the UK and Republic of Ireland* (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

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

Basis for opinion

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

Conclusions relating to going concern

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

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

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

Other information

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

We have nothing to report in this regard.

Matters on which we are required to report by exception

We have nothing to report in respect of the following matters in relation to which the Charities (Accounts and Reports) Regulations 2008 require us to report to you if, in our opinion:

- the information given in the financial statements is inconsistent in any material respect with the trustees report; or
- sufficient accounting records have not been kept; or
- the financial statements are not in agreement with the accounting records; or
- we have not received all the information and explanations we require for our audit.

EARLY YEARS WALES 2018

T/A EARLY YEARS WALES

INDEPENDENT AUDITOR'S REPORT (CONTINUED)

TO THE TRUSTEES OF EARLY YEARS WALES 2018

Responsibilities of trustees

As explained more fully in the statement of trustees responsibilities, the trustees, who are also the directors of the charity for the purpose 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 charity's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

We have been appointed as auditor under section 144 of the Charities Act 2011 and report in accordance with the Act and relevant regulations made or having effect thereunder.

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

A further description of our responsibilities is available on the Financial Reporting Council's website at: <https://www.frc.org.uk/auditorsresponsibilities>. This description forms part of our auditor's report.

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

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above and on the Financial Reporting Council's website, to detect material misstatements in respect of irregularities, including fraud.

We obtain and update our understanding of the entity, its activities, its control environment, and likely future developments, including in relation to the legal and regulatory framework applicable and how the entity is complying with that framework. Based on this understanding, we identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. This includes consideration of the risk of acts by the entity that were contrary to applicable laws and regulations, including fraud.

In response to the risk of irregularities and non-compliance with laws and regulations, including fraud, we designed procedures which included:

- Enquiry of management and those charged with governance around actual and potential litigation and claims as well as actual, suspected and alleged fraud;
- Reviewing minutes of meetings of those charged with governance;
- Assessing the extent of compliance with the laws and regulations considered to have a direct material effect on the financial statements or the operations of the entity through enquiry and inspection;
- Reviewing financial statement disclosures and testing to supporting documentation to assess compliance with applicable laws and regulations;
- Performing audit work over the risk of management bias and override of controls, including testing of journal entries and other adjustments for appropriateness, evaluating the business rationale of significant transactions outside the normal course of business and reviewing accounting estimates for indicators of potential bias.

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. This risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.

EARLY YEARS WALES 2018
T/A EARLY YEARS WALES
INDEPENDENT AUDITOR'S REPORT (CONTINUED)
TO THE TRUSTEES OF EARLY YEARS WALES 2018

Use of our report

This report is made solely to the charity's trustees, as a body, in accordance with part 4 of the Charities (Accounts and Reports) Regulations 2008. Our audit work has been undertaken so that we might state to the charity's trustees those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charity and the charity's trustees as a body, for our audit work, for this report, or for the opinions we have formed.

Azets Audit Services

15 August 2024

Azets Audit Services

Chartered Accountants
Statutory Auditor

.....

Ty Derw, Lime Tree Court
Cardiff Gate Business Park
Cardiff
United Kingdom
CF23 8AB

Azets Audit Services is eligible for appointment as auditor of the charity by virtue of its eligibility for appointment as auditor of a company under section 1212 of the Companies Act 2006.

EARLY YEARS WALES 2018
T/A EARLY YEARS WALES
STATEMENT OF FINANCIAL ACTIVITIES
INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 31 MARCH 2024

		Unrestricted funds 2024 £	Restricted funds 2024 £	Total 2024 £	Unrestricted funds 2023 £	Restricted funds 2023 £	Total 2023 £
Notes							
<u>Income and endowments from:</u>							
Donations and legacies	3	10,427	-	10,427	419	-	419
Charitable activities	4	51,802	883,828	935,630	29,956	1,181,143	1,211,099
Investments	6	31,445	-	31,445	32,351	-	32,351
Other income	7	1,865	-	1,865	615	-	615
Total income		95,539	883,828	979,367	63,341	1,181,143	1,244,484
<u>Expenditure on:</u>							
Charitable activities	8	291,663	900,276	1,191,939	88,519	1,213,040	1,301,559
Net gains/(losses) on investments	11	95,923	-	95,923	(53,656)	-	(53,656)
Net movement in funds		(100,201)	(16,448)	(116,649)	(78,834)	(31,897)	(110,731)
Fund balances at 1 April 2023		1,305,269	25,387	1,330,656	1,384,103	57,284	1,441,387
Fund balances at 31 March 2024		1,205,068	8,939	1,214,007	1,305,269	25,387	1,330,656

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

All income and expenditure derive from continuing activities.

The statement of financial activities also complies with the requirements for an income and expenditure account under the Companies Act 2006.

EARLY YEARS WALES 2018
T/A EARLY YEARS WALES
BALANCE SHEET
AS AT 31 MARCH 2024

	Notes	2024 £	£	2023 £	£
Fixed assets					
Intangible assets	17		14,850		23,100
Tangible assets	18		940		1,880
Investments	19		1,035,668		1,059,745
			<u>1,051,458</u>		<u>1,084,725</u>
Current assets					
Debtors	21	31,275		238,686	
Cash at bank and in hand		212,481		118,545	
		<u>243,756</u>		<u>357,231</u>	
Creditors: amounts falling due within one year	22	(81,207)		(111,300)	
Net current assets			<u>162,549</u>		<u>245,931</u>
Total assets less current liabilities			<u>1,214,007</u>		<u>1,330,656</u>
Income funds					
Restricted funds	24		8,939		25,387
<u>Unrestricted funds</u>					
Designated funds	25	34,473		60,555	
General unrestricted funds		<u>1,170,595</u>		<u>1,244,714</u>	
			<u>1,205,068</u>		<u>1,305,269</u>
			<u>1,214,007</u>		<u>1,330,656</u>

EARLY YEARS WALES 2018
T/A EARLY YEARS WALES
BALANCE SHEET (CONTINUED)
AS AT 31 MARCH 2024

The company is entitled to the exemption from the audit requirement contained in section 477 of the Companies Act 2006, for the year ended 31 March 2024, although an audit has been carried out under section 144 of the Charities Act 2011.

The directors acknowledge their responsibilities for complying with the requirements of the Companies Act 2006 with respect to accounting records and the preparation of financial statements.

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

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

The financial statements were approved by the Trustees on 18/02/2024



David Dallimore- Chair

Company Registration No. 03164233

EARLY YEARS WALES 2018
T/A EARLY YEARS WALES
STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 31 MARCH 2024

	Notes	2024 £	£	2023 £	£
Cash flows from operating activities					
Cash absorbed by operations	29		(57,509)		(209,372)
Investing activities					
Proceeds from disposal of investments		120,000		-	
Investment income received		31,445		32,351	
Net cash generated from investing activities			151,445		32,351
Net cash used in financing activities			-		-
Net increase/(decrease) in cash and cash equivalents			93,936		(177,021)
Cash and cash equivalents at beginning of year			118,545		295,566
Cash and cash equivalents at end of year			212,481		118,545

EARLY YEARS WALES 2018

T/A EARLY YEARS WALES

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2024

1 Accounting policies

Charity information

Early Years Wales 2018 is a private company limited by guarantee incorporated in England and Wales. The registered office is Unit 1, Coopers Yard, Curran Road, Cardiff CF10 5NB.

1.1 Accounting convention

The financial statements have been prepared in accordance with the charity's governing document, the Companies Act 2006 and "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019)". The charity is a Public Benefit Entity as defined by FRS 102.

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

The financial statements have been prepared under the historical cost convention, modified to include certain financial instruments at fair value. The principal accounting policies adopted are set out below.

1.2 Going concern

At the time of approving the financial statements, 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 financial statements.

1.3 Charitable funds

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

Designated funds comprise funds which have been set aside at the discretion of the trustees for specific purposes. The purposes and uses 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.

1.4 Incoming resources

Income is recognised when the charity is legally entitled to it after any performance conditions have been met, the amounts can be measured reliably, and it is probable that income will be received.

Cash donations are recognised on receipt. Other donations are recognised once the charity has been notified of the donation, unless performance conditions require deferral of the amount.

Incoming resources from charitable activities includes income received under contract or where entitlement to grant funding is subject to specific performance conditions. This income is recognised as the related services are provided and there is entitlement, probability of receipt and the amount can be measured with sufficient reliability. Income is deferred when the amounts received are in advance of the performance of the service or event to which they relate.

Income from memberships is recognised in the period in which the membership covers. Any income received in advance is deferred.

Income from training and course income is recognised in the period to which the service is provided. Any income received in advance is deferred.

Income from interest and dividends is included in the accounts when receipt is probable and the amount receivable can be measured reliably.

EARLY YEARS WALES 2018
T/A EARLY YEARS WALES
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2024

1 Accounting policies

(Continued)

1.5 Resources expended

Expenditure is recognised once there is a legal or constructive obligation to transfer economic benefit to a third party, it is probable that a transfer of economic benefits will be required in settlement, and the amount of the obligation can be measured reliably.

Expenditure is classified by activity. The costs of each activity are made up of the total of direct costs and shared costs, including support costs involved in undertaking each activity. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs which contribute to more than one activity and support costs which are not attributable to a single activity are apportioned between those activities on a basis consistent with the use of resources. Central staff costs are allocated on the basis of time spent, and depreciation charges are allocated on the portion of the asset's use.

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.

Support costs have been allocated between governance costs and other support. Governance costs comprise all costs involving public accountability of the charity and its compliance with regulation and good practice.

Support costs include central functions and have been allocated to activity cost categories on a basis consistent with the use of resources and the amount of time spent on activities for staff costs.

Where the charity gives a grant with conditions for its payment being a specific level of service or output to be provided, such grants are only recognised in the SoFA once the recipient of the grant has provided the specified service or output.

Where there are no conditions attaching to the grant that enables the donor charity to realistically avoid the commitment, a liability for the full funding obligation must be recognised.

1.6 Intangible fixed assets other than goodwill

Intangible assets acquired separately from a business are recognised at cost and are subsequently measured at cost less accumulated amortisation and accumulated impairment losses.

Amortisation is recognised so as to write off the cost or valuation of assets less their residual values over their useful lives on the following bases:

Website	20% straight line
---------	-------------------

1.7 Tangible fixed assets

Tangible fixed assets are initially measured at cost and subsequently measured at cost or valuation, net of depreciation and any impairment losses.

Depreciation is recognised so as to write off the cost or valuation of assets less their residual values over their useful lives on the following basis:

Office equipment	33.3% straight line
Computer equipment	33.3% straight line

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.

It is the charity's policy to not capitalise computer equipment where the individual value of the item does not exceed £2,000.

EARLY YEARS WALES 2018
T/A EARLY YEARS WALES
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2024

1 Accounting policies

(Continued)

1.8 Fixed asset investments

Fixed asset investments are initially measured at transaction price excluding transaction costs, and are subsequently measured at fair value at each reporting date. Changes in fair value are recognised in net income/(expenditure) for the year. Transaction costs are expensed as incurred.

1.9 Cash and cash equivalents

Cash and cash equivalents include cash in hand, deposits held at call with banks, other short-term liquid investments with original maturities of three months or less, and bank overdrafts. Bank overdrafts are shown within borrowings in current liabilities.

1.10 Financial instruments

The charity 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 charity's balance sheet when the charity 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.

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 charity transfers the financial asset and substantially all the risks and rewards of ownership to another entity, or if some significant risks and rewards of ownership are retained but control of the asset has transferred to another party that is able to sell the asset in its entirety to an unrelated third party.

Basic financial liabilities

Basic financial liabilities, including creditors and bank loans 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 operations 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 charity's contractual obligations expire or are discharged or cancelled.

EARLY YEARS WALES 2018
T/A EARLY YEARS WALES
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2024

1 Accounting policies

(Continued)

1.11 Employee benefits

The costs of short-term employee benefits are recognised as a liability and an expense, unless those costs are required to be recognised as part of the cost of stock or fixed assets.

The cost of any unused holiday entitlement is recognised in the period in which the employee's services are received.

Termination benefits are recognised immediately as an expense when the charity is demonstrably committed to terminate the employment of an employee or to provide termination benefits.

1.12 Retirement benefits

Payments to defined contribution retirement benefit schemes are charged as an expense as they fall due.

1.13 Leases

Rentals payable under operating leases, including any lease incentives received, are charged as an expense on a straight line basis over the term of the relevant lease.

1.14 Taxation

As a registered charity, the charity is entitled to the exemption from taxation in respect of income and capital gains received with sections 478-489 of the Corporation Tax Act 2010 and section 256 of the Taxation of Chargeable Gains Act 1992 to the extent that these are applied to its charitable objects purposes only.

2 Critical accounting estimates and judgements

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.

3 Donations and legacies

	Unrestricted funds	Unrestricted funds
	2024	2023
	£	£
Donations and gifts	10,427	419

EARLY YEARS WALES 2018
T/A EARLY YEARS WALES
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2024

4 Charitable activities

	2024	2023
	£	£
Membership	-	150
Courses and training	30,270	16,165
Grants	883,828	1,181,143
Quality assurance	12,555	9,511
Sale of publications and promotional items	5,065	4,130
Other income	3,912	-
	<u>935,630</u>	<u>1,211,099</u>
	<u>935,630</u>	<u>1,211,099</u>
Analysis by fund		
Unrestricted funds	51,802	29,956
Restricted funds	883,828	1,181,143
	<u>935,630</u>	<u>1,211,099</u>
	<u>935,630</u>	<u>1,211,099</u>

5 Grants were received from the following sources:

	2024	2023
	£	£
Welsh Government - CWLWM	473,898	673,898
Welsh Government - Cynllyn Plethu	50,000	29,167
Welsh Government - DCELLS: Early Years Co-Ordinator	60,000	60,000
Welsh Government - Welsh Language Department	50,000	50,000
Carmarthenshire County Council - Children's Services	-	12,500
Ceredigion County Council - Family Information Service	5,000	5,000
Conwy County Borough Council - Education Services	7,500	5,000
Denbighshire County Council - Flying Start	8,093	8,093
Flintshire County Council	55,207	80,333
Isle of Anglesey County Council	8,750	8,750
Moondance Foundation	30,000	35,000
Monmouthshire County Council	6,000	6,000
Mudiad Ysgolion Meithrin	-	1,500
Newport City Council - RSG	106,890	95,000
PACEY Cymru	-	520
Swansea City Council - Early Intervention Service	14,990	14,990
Welsh Active Early Years Project	-	92,892
Wrexham County Council	7,500	2,500
	<u>883,828</u>	<u>1,181,143</u>
	<u>883,828</u>	<u>1,181,143</u>

EARLY YEARS WALES 2018
T/A EARLY YEARS WALES
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2024

6 Investments

	Unrestricted funds	Unrestricted funds
	2024	2023
	£	£
Interest and dividends receivable	31,445	32,351
	<u> </u>	<u> </u>

7 Other income

	Unrestricted funds	Unrestricted funds
	2024	2023
	£	£
Other income	1,865	615
	<u> </u>	<u> </u>

EARLY YEARS WALES 2018
T/A EARLY YEARS WALES
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2024

8 Charitable activities

	2024	2023
	£	£
Staff costs	713,797	764,037
Depreciation and impairment	9,190	1,154
Grant funding returned	25,380	2,787
Bank and other charges	128	64
Computer, internet costs and telephone	24,961	24,219
Insurance	954	483
Other costs	467	3,348
Other staff costs	8,984	12,529
Events	38,486	19,938
Printing, post and stationery	37,266	32,226
Professional fees	(893)	6,069
Publications, training and subscriptions	55,513	81,576
Quality assurance	1,912	4,967
Premises costs	76,378	95,270
Travel and subsistence	22,433	20,192
	<u>1,014,956</u>	<u>1,068,859</u>
Grant funding of activities (see note 9)	74,852	130,646
Share of support costs (see note 10)	84,207	91,651
Share of governance costs (see note 10)	17,924	10,403
	<u>1,191,939</u>	<u>1,301,559</u>
Analysis by fund		
Unrestricted funds	291,663	88,519
Restricted funds	900,276	1,213,040
	<u>1,191,939</u>	<u>1,301,559</u>

9 Grants payable

	2024	2023
	£	£
South East Wales	37,629	67,938
Early Years Wales small grants	37,223	62,708
	<u>74,852</u>	<u>130,646</u>

EARLY YEARS WALES 2018
T/A EARLY YEARS WALES
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2024

9 Grants payable

(Continued)

During the year the charity awarded £74,852 (2023: £130,646) in grants to organisations and £nil (2023: £nil) to individuals.

The number of grants awarded to member organisations during the year totalled 230 (2023: 211), the smallest grant given was £18 (2023: £8) and the largest £2,650 (2023: £1,128).

10 Support costs

	Support costs	Governance costs	2024	Support costs	Governance costs	2023
	£	£	£	£	£	£
Staff costs	23,249	-	23,249	19,663	-	19,663
Depreciation	-	-	-	8,516	-	8,516
Bank and other charges	1,308	-	1,308	1,593	-	1,593
IT and telephone	9,127	-	9,127	11,054	-	11,054
Premises costs	1,924	-	1,924	1,415	-	1,415
Insurance	8,610	-	8,610	10,359	-	10,359
Professional fees	11,788	-	11,788	11,108	-	11,108
Publications, training and subscriptions	313	-	313	506	-	506
Travel and subsistence	7	-	7	296	-	296
Other staff costs	2,818	-	2,818	1,912	-	1,912
Printing, post and stationery	25,063	-	25,063	25,229	-	25,229
Audit fees	-	17,280	17,280	-	9,420	9,420
Trustee expenses and meeting costs	-	644	644	-	983	983
	<u>84,207</u>	<u>17,924</u>	<u>102,131</u>	<u>91,651</u>	<u>10,403</u>	<u>102,054</u>
Analysed between						
Charitable activities	<u>84,207</u>	<u>17,924</u>	<u>102,131</u>	<u>91,651</u>	<u>10,403</u>	<u>102,054</u>

Governance costs includes payments to the auditors of £14,400 for audit fees (2023: £7,500) and accountancy fees of £2,880 (2023: £1,920).

EARLY YEARS WALES 2018
T/A EARLY YEARS WALES
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2024

11 Net gains/(losses) on investments

	Unrestricted funds	Unrestricted funds
	2024	2023
	£	£
Revaluation of investments	92,649	(53,656)
Gain/(loss) on sale of investments	3,274	-
	<u>95,923</u>	<u>(53,656)</u>

12 Trustees

None of the trustees (or any persons connected with them) received any remuneration or benefits from the charity during the current or prior year.

No trustees (2023: 1 trustee) were reimbursed for IT equipment during the year, (2023: £200) 4 trustees (2023: 3) were reimbursed £1,302 (2023: £732) for travel and subsistence expenses.

13 Taxation

The charity is exempt from tax on income and gains falling within section 505 of the Taxes Act 1988 or section 252 of the Taxation of Chargeable Gains Act 1992 to the extent that these are applied to its charitable objects.

EARLY YEARS WALES 2018
T/A EARLY YEARS WALES
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2024

14 Employees

Number of employees

The average monthly number of employees during the year was:

	2024	2023
	Number	Number
Functional	17	18
Support	8	10
	<u>25</u>	<u>28</u>

Employment costs

	2024	2023
	£	£
Wages and salaries	659,766	695,550
Social security costs	51,574	59,629
Other pension costs	25,706	28,521
	<u>737,046</u>	<u>783,700</u>

The full time equivalent number of staff employed throughout the year was 23 (2023: 24).

Included within wages and salaries costs are redundancy payments totalling £14,252 (2023: £nil). As at the current year end £nil was outstanding.

There were no employees whose annual remuneration was £60,000 or more.

15 Key management personnel

The key management personnel received remuneration totalling £320,655 (2023: £321,542).

The key management personnel of the charity during the year were the National Development Manager, West Wales Manager, North Wales Manager, South Wales Manager, PA and Office Manager, the CEO, the People, Learning and Development Manager and the Finance Manager.

16 Pension commitments

The company operates a defined contribution pension scheme. The assets of the scheme are held separately from those of the company in an independently administered fund. The pension cost charge represents contributions payable by the company to the fund and amounted to £25,706 (2023 - £28,521). There were no amounts outstanding at the year end in the current or previous year.

EARLY YEARS WALES 2018
T/A EARLY YEARS WALES
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2024

17 Intangible fixed assets

	Website £
Cost	
At 1 April 2023 and 31 March 2024	41,250
Amortisation and impairment	
At 1 April 2023	18,150
Amortisation charged for the year	8,250
At 31 March 2024	26,400
Carrying amount	
At 31 March 2024	14,850
At 31 March 2023	23,100

18 Tangible fixed assets

	Office equipment £	Computer equipment £	Total £
Cost			
At 1 April 2023	83,410	18,954	102,364
At 31 March 2024	83,410	18,954	102,364
Depreciation and impairment			
At 1 April 2023	81,530	18,954	100,484
Depreciation charged in the year	940	-	940
At 31 March 2024	82,470	18,954	101,424
Carrying amount			
At 31 March 2024	940	-	940
At 31 March 2023	1,880	-	1,880

EARLY YEARS WALES 2018
T/A EARLY YEARS WALES
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2024

19 Fixed asset investments

	Listed investments £
Cost or valuation	
At 1 April 2023	1,059,745
Valuation changes	92,649
Disposals	(116,726)
	<hr/>
At 31 March 2024	1,035,668
	<hr/>
Carrying amount	
At 31 March 2024	1,035,668
	<hr/> <hr/>
At 31 March 2023	1,059,745
	<hr/> <hr/>

20 Financial instruments

	2024 £	2023 £
Carrying amount of financial assets		
Instruments measured at fair value through profit or loss	1,035,668	1,059,745
	<hr/> <hr/>	<hr/> <hr/>

21 Debtors

	2024 £	2023 £
Amounts falling due within one year:		
Trade debtors	8,680	9,638
Prepayments and accrued income	22,595	229,048
	<hr/>	<hr/>
	31,275	238,686
	<hr/> <hr/>	<hr/> <hr/>

22 Creditors: amounts falling due within one year

	2024 £	2023 £
	Notes	
Other taxation and social security	12,529	16,787
Deferred income	23 47,624	23,329
Trade creditors	1,440	55,063
Other creditors	1,912	5,830
Accruals	17,702	10,291
	<hr/>	<hr/>
	81,207	111,300
	<hr/> <hr/>	<hr/> <hr/>

EARLY YEARS WALES 2018
T/A EARLY YEARS WALES
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2024

23 Deferred income

	2024	2023
	£	£
Arising from government grants	21,504	21,504
Arising from membership and training income	26,120	1,825
	<u>47,624</u>	<u>23,329</u>
	<u><u>47,624</u></u>	<u><u>23,329</u></u>

Deferred income is included in the financial statements as follows:

	2024	2023
	£	£
Balance brought forward	23,329	21,974
Income received	46,984	39,174
Income released	(22,689)	(37,819)
	<u>47,624</u>	<u>23,329</u>
	<u><u>47,624</u></u>	<u><u>23,329</u></u>

EARLY YEARS WALES 2018
T/A EARLY YEARS WALES
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2024

24 Restricted funds

The income funds of the charity include restricted funds comprising the following unexpended balances of donations and grants held on trust for specific purposes:

	Movement in funds			Movement in funds			
	Balance at 1 April 2022	Incoming resources	Resources expended	Balance at 1 April 2023	Incoming resources	Resources expended	Balance at 31 March 2024
	£	£	£	£	£	£	£
Welsh							
Government	-	813,065	(813,065)	-	633,898	(633,898)	-
County funds	57,284	332,558	(364,455)	25,387	219,930	(236,378)	8,939
Moondance							
Foundation	-	35,000	(35,000)	-	30,000	(30,000)	-
PACEY							
Cymru	-	520	(520)	-	-	-	-
	<u>57,284</u>	<u>1,181,143</u>	<u>(1,213,040)</u>	<u>25,387</u>	<u>883,828</u>	<u>(902,576)</u>	<u>8,939</u>

Welsh Government – CWLWM. Awarded to the Cwlwm Partnership of Early Years Wales, Clybiau Plant Cymru Kids' Clubs, NDNA Cymru, Mudiad Meithrin and PACEY Cymru. Cwlwm's brief is to support Welsh Government's aim to ensure that families across Wales can access affordable, quality childcare providing innovative solutions to create flexible childcare and play opportunities to meet the needs of parents and their families.

To tackle issues within the Childcare and Play sector. These include but are not restricted to: sustainability, workforce development and gaps in childcare provision, especially as far as Welsh-medium childcare/play and provision in rural areas are concerned. By working together, innovative solutions to flexible childcare and play opportunities, and wrap-around care to meet the needs of parents and families in all parts of Wales is achieved.

Welsh Government - Education Directorate – Foundation Phase Development Officer. To provide expert support to members delivering the Foundation Phase in the non-maintained early years sector, through a programme of face-to-face visits, email support and signposting.

Ceredigion County Council – Family Information Services. To support members with termly visits to registered settings, support with CIW requirements grant applications and business health checks.

Carmarthenshire County Council – Children's Service. To support members to deliver quality provision by termly contact telephone/email business support and visits, CIW requirements support start-up/expansion of places, representation at local meetings, promoting Quality for All scheme.

Pembrokeshire County Council. To support member childcare providers by contact through face to face and e-mail contact, raising the standard of settings and promoting Quality for All award, to promote uptake of workforce training.

Swansea City Council – Early Intervention Service. Support includes, attending meetings, support to conduct CSA refresh, conducting feasibility study on expansion of childcare services, support to register and comply with CIW NMS. Promotion of Healthy Snack Award and Healthy and Sustainable pre-school schemes

Isle of Anglesey County Council. To provide business, managerial and administrative advice and support to local committees, leaders and paid staff. Forward training needs to the Authority and the Children and Young People's Partnership. Provide support to the Referral Scheme and the SEN Specialist Teacher and attend any relevant specialist training to be ready for significant changes.

Flintshire County Council. To provide support to early years providers to be sustainable businesses via visits, email, phone or office support.

EARLY YEARS WALES 2018
T/A EARLY YEARS WALES
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2024

24 Restricted funds

(Continued)

Flintshire County Council (Childcare Partnership) To provide business support for member settings in Flintshire, via development worker visits, email or telephone support. Additional needs & Brokerage co-ordinator supporting settings, children, families and the local authority with all aspects of their referral schemes.

Denbighshire County Council (Flying Start) - To provide business support and guidance to members providing Flying Start services in Denbighshire via visits to settings, email or telephone.

Welsh Government – Welsh Language Support - Funding to promote the existence of 'Camau' by engaging with the sector and encouraging employers to take advantage of the training available. Ensuring resources are available to support learners, sharing all Cwlmw partner resources too where possible and to provide aftercare support as required for learners and the settings they work in.

Newport City Council. Childcare contract project led by Early Years Wales to provide business support to all providers including childminders and out of school clubs via visits, email/phone and virtual calls. Early Years Wales administers and runs the Early Years Wales Additional Needs Referral scheme, coordinator supports settings, parents and children as part of the scheme as well as supporting children accessing funds from the childcare offer.

Newport City Council - Education Services. Additional Needs Referral scheme coordinator administers funding for 1-1 support for children with ALN who access education through the non-maintained sector. This scheme runs as part of the main scheme within the Newport childcare contract.

Monmouthshire County Council. To provide support to member settings in Monmouthshire. Support for business skills, legal compliance and promotion of quality is provided via email, telephone and face to face visits.

Healthy and Active Fund. This is a 3 year project, Early Years Wales have partnered with Welsh Gymnastics to deliver the Welsh Active Early Years Programme across Wales. The multi skills movement and play based activity programme will be delivered directly to children and parents/carers at community based venues and outdoor spaces as well as delivering training to childcare practitioners on physical literacy for 0-3 year olds.

Donations - Received to fund specific geographical areas as well as supporting training, resources and support funding for a child with Additional Learning Needs.

Moondance Foundation - Early Years Wales worked in collaboration with the Moondance Foundation to facilitate the administration of grants in response to Covid. A £30,000 grant was received by Early Years Wales and was distributed in full to member settings using an application process agreed in advance with Moondance. Early Years Wales would like to note their thanks to Moondance for the support to the early years sector through this funding.

PACEY Cymru - a contribution to co-delivery of funding.

**EARLY YEARS WALES 2018
T/A EARLY YEARS WALES
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2024**

25 Designated funds

The income funds of the charity include the following designated funds which have been set aside out of unrestricted funds by the trustees for specific purposes:

	Balance at 1 April 2022 £	Resources expended £	Transfers £	Balance at 1 April 2023 £	Movement in funds			Balance at 31 March 2024 £
					Incoming resources £	Resources expended £	Transfers £	
People Development	-	-	-	-	-	(30,660)	38,481	7,821
St. Donats Donation	-	-	-	-	10,000	(1,640)	-	8,360
Project development	33,932	(8,410)	-	25,522	-	(25,522)	-	-
Governance	38,658	(32,579)	-	6,079	-	(6,079)	-	-
Central costs	57,510	(108,430)	50,920	-	-	-	-	-
Early Years Wales Welsh project	1,900	(428)	-	1,472	-	(1,472)	-	-
Fixed assets	34,649	(9,669)	-	24,980	-	(9,190)	-	15,790
CWLWM membership	60,000	(60,000)	-	-	-	-	-	-
Wrexham donation	11,391	(8,889)	-	2,502	-	-	-	2,502
	238,040	(228,405)	50,920	60,555	10,000	(74,563)	38,481	34,473

**EARLY YEARS WALES 2018
T/A EARLY YEARS WALES
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2024**

25	Designated funds	(Continued)
	<p>Project development To develop and explore new areas of funding for the organisation.</p> <p>Governance Fund one part time Governance Officer post to support members to review the governance and legal structure of their business and choose the most appropriate charitable structure, support settings with Charity commission and CIW registration changes where necessary and provide on going support to not for profit members to be compliant with legal requirements.</p> <p>Central costs Fund designated to fund central costs including office rent.</p> <p>Early Years Wales Welsh project Fund a part time funded post to develop and promote Welsh Language within Early Years Wales which will aid to improve support to all staff and members. This will promote the Welsh Government's initiative, Cymraeg 2050 to achieve 1 million Welsh speakers in Wales by 2050.</p> <p>Fixed assets Represents the unrestricted net book value of the charity's fixed assets.</p> <p>CWLWM membership Utilising funds received from Welsh Government to support the early years and childcare sector Early Years Wales has made membership free to any qualifying childcare provider for 2023/24.</p> <p>Wrexham donation Funds received were the result of closures of childcare CIOs in the Wrexham Local Authority Area. In line with the constitutions and policies the remaining capital was transferred to Early Years Wales to be re-distributed for like-for-like charitable aims in the local area. All funds received have been allocated to support charitable settings and organisations in the area.</p> <p>St Donats Donation Funds received were the result of closure of the St Donats nursery. In line with the constitutions and policies the remaining capital was transferred to Early Years Wales to be re-distributed for like-for-like charitable aims.</p> <p>People Development To develop and explore new areas of funding for staffing.</p>	

**EARLY YEARS WALES 2018
T/A EARLY YEARS WALES
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2024**

26	Analysis of net assets between funds	Unrestricted		Designated		Restricted		Total		Unrestricted		Designated		Restricted		Total	
		2024	£	2024	£	2024	£	2024	£	2023	£	2023	£	2023	£	2023	£
	Fund balances at 31 March 2024 are represented by:																
	Intangible fixed assets	-		14,850		-		14,850		-		23,100		-		23,100	
	Tangible assets	-		940		-		940		-		1,880		-		1,880	
	Investments	1,035,668		-		-		1,035,668		1,059,745		-		-		1,059,745	
	Current assets/(liabilities)	134,927		18,683		8,939		162,549		184,969		35,575		25,387		245,931	
		<u>1,170,595</u>		<u>34,473</u>		<u>8,939</u>		<u>1,214,007</u>		<u>1,244,714</u>		<u>60,555</u>		<u>25,387</u>		<u>1,330,656</u>	

EARLY YEARS WALES 2018
T/A EARLY YEARS WALES
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2024

27 Related party transactions

There were no disclosable related party transactions during the year (2023 - none).

28 Operating lease commitments

At the reporting end date the charity had outstanding commitments for future minimum lease payments under non-cancellable operating leases, which fall due as follows:

	2024	2023
	£	£
Within one year	39,993	41,345
Between two and five years	32,312	51,391
	<u>72,305</u>	<u>92,736</u>

29 Cash generated from operations

	2024	2023
	£	£
Deficit for the year	(116,649)	(110,731)
Adjustments for:		
Investment income recognised in statement of financial activities	(31,445)	(32,351)
Gain on disposal of investments	(3,274)	-
Fair value gains and losses on investments	(92,649)	53,656
Amortisation and impairment of intangible assets	-	8,250
Depreciation and impairment of tangible fixed assets	9,190	1,420
Movements in working capital:		
Decrease/(increase) in debtors	207,411	(190,383)
(Decrease)/increase in creditors	(54,388)	59,412
Increase in deferred income	24,295	1,355
Cash absorbed by operations	<u>(57,509)</u>	<u>(209,372)</u>

30 Analysis of changes in net funds

The charity had no debt during the year.