

REGISTERED COMPANY NUMBER: 03164233 (England and Wales)
REGISTERED CHARITY NUMBER: 1056381

**REPORT OF THE TRUSTEES AND
FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2025
FOR
EARLY YEARS WALES 2018**

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The trustees who are also directors of the charity for the purposes of the Companies Act 2006, present their report with the financial statements of the charity for the year ended 31 March 2025. The trustees have adopted the provisions of Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019).

Chairperson's Statement

It is my privilege to present this year's Trustee Annual Report, reflecting on a period of both challenge and progress for Early Years Wales.

We continue to operate in a climate where financial pressures-both personal and organisational-are felt acutely across our sector. Despite this, our unwavering commitment to children in their early years remains central to our mission. We believe that investing in early childhood is not only essential for individual development but also foundational to a thriving society in Wales.

In 2024/25, Early Years Wales took the bold step of offering free membership to all settings and individuals. This initiative, funded through our internal reserves, was designed to alleviate financial burdens and ensure that access to our support and resources remained inclusive. This decision reflects our values and our belief in the power of collective action to support children and families.

Alongside this, our Board of Trustees has driven a significant expansion in our activities. We have increased our advocacy efforts, contributed to policy development, delivered high-quality training, and enhanced our professional services. These actions are part of our strategic commitment to being a leading voice and support system for the early years sector in Wales.

Throughout the year, we have actively represented our members in Senedd discussions, policy advisory groups, and community forums. We have published thought leadership pieces, updated key policies and practice guidance, and shared these widely through our digital platforms. Our aim is to promote best practice and elevate the profile of early years care across Wales.

Looking ahead, we recognise the importance of the upcoming Senedd elections. We are working proactively with stakeholders to ensure that the needs of children, families, and early years providers are firmly embedded in political discourse. In 2025, we will launch our manifesto, outlining practical and impactful recommendations to strengthen early years provision in Wales.

We are proud of the achievements detailed in this Report and remain committed to deepening our impact in 2025/26. Our vision is clear: every child in Wales should have the opportunity to play, learn, and thrive. By working collaboratively with our members, partners, and the Welsh Government, we believe this vision is not only achievable but within reach.

Wales is uniquely positioned to lead in early years development-large enough to make a meaningful difference, yet small enough to foster genuine collaboration. Together, we can build a future where every child is supported to reach their full potential.

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OBJECTIVES AND ACTIVITIES

Objectives and aims

Early Years Wales aims to support a high-quality early years sector in Wales, working with providers to support every child in Wales having the best start in life and creating the conditions for each child to play, learn and thrive.

The Charity aims to:

- Provide support and guidance including upon governance, regulation, planning, quality improvement and workforce development to organisation and individuals that provide for the education, development and care of children in their early years (age 0-7 years); and
- Encouraging parents, carers, and families of children in their early years (aged 0-7 years) to understand their needs and to provide for their needs and to provide for their needs by engaging them in activities that promote their education, development, and care.

Early Years Wales achieves these aims through conducting research, providing advice, publishing and distributing information, cooperating with other professional bodies, and utilising funds in-line with the Charities aims and objectives. The Charity works as a membership organisation, collecting membership fees from its members within Wales, and using these funds to support the services and publications listed above.

Our 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.

1. Sustainable, quality childcare businesses, charities, and parent-led groups
2. A qualified, valued, and skilled workforce at all levels (including volunteers and volunteer managers)
3. Support for parents of children in the early years; support for parent-led groups (e.g., Parent and Toddler groups)
4. Promoting a positive start for all children through their early years (0-5)
5. Advocacy for the providers and users of early childhood education and care

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 future activities will contribute to strategic aims and align with the aims and objectives.

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ACHIEVEMENTS AND PERFORMANCE

Charitable activities

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

In 2024 / 2025 Early Years Wales made membership free using invested reserves to cover the costs for our members.

Supporting Our Members Through Challenging Times:

In response to the ongoing cost-of-living crisis and continued static funding for government-funded childcare places, Early Years Wales made the decision to offer free membership for 2024/2025. This move recognised the financial pressures our members faced-particularly acute in spring 2024-and aimed to ease the financial burden on early years settings.

Thanks to generous support from the Moondance Foundation, who match-funded our investment with £25,060, we were able to provide this support at a crucial time.

We're proud to have ended the year with 1,924 unique members-stronger and more connected than ever.

Early Years Wales Small Grant

Supporting Members in Crisis Fund

Our small grants fund provided vital support to settings facing financial challenges that threatened their sustainability or growth plans. Through strategic partnerships with The Moondance Foundation and charitable funds from member settings transitioning ownership, we secured dedicated funding for our 2024-25 small grants programme.

Impact at a Glance

- £18,015 in total funding allocated across the programme
- 38 members received targeted financial support to maintain and develop their services
- 8 counties benefited from grant distribution, ensuring widespread geographical reach
- 86% success rate with 38 successful applications supporting members in need
- This fund represents our commitment to ensuring that financial barriers don't prevent quality early years provision from reaching the children and families who need it most. The support enabled settings to navigate challenging circumstances while maintaining their focus on delivering excellent care and education.

Early Years Wales Partnership Opportunities

Through strong partnerships, we delivered meaningful opportunities that directly supported our members' needs.

LEGO® Education Build Me "Emotions" sets

The LEGO Group, Early Years Alliance, The Royal Foundation Centre, Early Years Scotland, Early Years Wales and Early Years in Northern Ireland for Early Childhood joined forces to distribute LEGO® Education sets to early years providers across the country.

Edina Trust - Little Explorer Kits

Free Outdoor Investigation Kit for Charitable/Voluntary Settings

Other partnerships included:

- TTS
- Boogiemites
- Towergate Insurance
- Redwing HR
- Den Early Years
- Towergate Insurance
- Booktrust Cymru

Early Years Wales is grateful to all organisations who are working in partnership with us to support the childcare sector.

Early Years Wales Charity Governance Support

The governance project supported 420 members in all areas of governance during 2024/25.

Supporting small, charity-run childcare members in Wales is achieved through various avenues including funding, business support, and volunteer engagement. All 'not-for-profit' members are identified and added to the governance database, we check their legal status matches their Care Inspectorate Wales (CIW), Companies House, and Charity Commission registration.

"It has been really lovely working with you this year, your work is invaluable in supporting us, thank you for all your support and kindness"

- Charity Commission

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"WOW I didn't expect you to do all this for us, this is brilliant, I didn't know where to start, I will share it with our accountant, thanks"

- Responsible Individual (Head Teacher/Charity Chair)

"Thank you so much for the info. We've had another successful CIO meeting, once again thank you for all your support. What would I do without you!?"

- Responsible Individual (Head Teacher/Charity Chair)

"Many thanks for all your help, bit of a mess really, don't know what we would do without you at the end of the phone, my stress levels are through the roof, but you are so kind and helpful it makes me feel so much better, there is a light at the end of the tunnel"

- Trustee/Chair

Early Years Wales Quality Assurance Scheme

Our quality assurance work to support excellent practice in the sector continued in 2024/ 2025. Responding to feedback, we have improved the process to support timely completion and professional support throughout the process.

Working in Partnership with Moondance Foundation for a Better Early Years Sector in Wales

Expanding Access and Growing Membership

In 2024/25, Early Years Wales proudly offered free membership to childminders and voluntary managed providers, made possible by a generous £25,060 grant from the Moondance Foundation. This vital support enabled us to remove financial barriers and strengthen our network during a challenging year for the sector.

The impact was transformative. By the end of 2025, we achieved significant membership growth across both sectors. Childminder membership increased by 3%, reaching a total of 285 members. Voluntary managed providers experienced even more remarkable growth, with membership rising by 14% to reach 277 members.

This growth reflects both the genuine value our support provides, and the continued trust placed in our work across Wales. The partnership with Moondance Foundation has been instrumental in making quality professional support accessible to all, regardless of financial circumstances. A case study showcasing the real-world impact of this support is shared later in this report, highlighting how removing barriers creates lasting benefits for providers, children, and families.

Further member services included:

- Monthly E-Bulletin: Updates on policy, training, and exclusive opportunities.
- smalltalk Magazine: A termly publication covering key sector themes (e.g., sustainability, movement and nutrition).
- Bespoke Training & Policy Support: Leadership guidance, including training on Anti-Racist Wales Action Plan implementation.
- Essential Policy Packs: Resources for voluntary providers, including finance templates, GDPR compliance guides, and governance toolkits.
- The introduction of a new periodical publication - The Business Bulletin in March 2024 - the first edition was titled Payroll and People. This periodical was created to support early years businesses with the ever-changing challenges they face, either sector-specific or broader changes that affect all businesses.

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

Foundation Learning

Curious about the Curriculum

The Foundation Learning programme has continued to offer essential support for those working with the curriculum for non-maintained nursery settings. Sessions offered through the Curious about the Curriculum series aim to explore some of the common misunderstandings and miscommunications, as well as inform practitioners of updates and answer questions. Feedback has been positive, with participants appreciating the structure, informality and accessibility of the sessions.

- 3 sessions delivered
- 37 attendees
- 336 members reached

"I have really enjoyed this course and got a lot from this"

"I found the course beneficial and informative"

Active Child

As part of our Foundation Learning offer, we delivered:

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Active Child training to early years practitioners and reception teachers across Swansea, Powys, and Caerphilly. This face-to-face training supports those working with 3-5-year-olds to better understand how physical development underpins all areas of learning. The course explores movement schemas, motor progression, and playful environments, helping practitioners to confidently embed active, purposeful movement into everyday curriculum delivery.

- 3 sessions delivered (Swansea, Powys and Caerphilly)
- 46 attendees

"Thank you for coming to our setting and training so many of our staff, it means as a whole PS1 unit all staff are on the same page and have a understanding of the importance of movement and how it helps children's learning further up the school."

- Active Child (Swansea)

A Whole Body Approach to Learning in the Early Years

In June 2024, as part of our Foundation Learning programme, we ran an event titled "A Whole-Body Approach to Learning in the Early Years." This full-day training, hosted at Court Colman Manor, brought together early years practitioners to explore how engaging children's senses, movement, and environment can support development across all key learning areas. A highlight of the day was a keynote presentation by consultant and author Sally Goddard-Blythe, who shared her expertise on physical development and its vital connection to learning. Participants also took part in practical, hands-on sessions and had the opportunity to network, reflect, and share innovative strategies for supporting holistic learning in early years settings.

- 53 attendees

"Great day. Amazing training. Really helpful and informative"

"Very interesting course that I feel will help our setting going forward"

Self-Directed Play and Neurodiversity in Early Childhood

In January 2025, we delivered Self-Directed Play and Neurodiversity in Early Childhood, led by early childhood and neurodiversity specialist Kerry Murphy. The session challenged the myth that neurodivergent and/or disabled children need to be taught how to play in a specific way. Through a neurodiversity-affirming lens, practitioners explored the value of self-directed play, diverse play patterns, and the importance of liberating play from developmental expectations.

- 26 attendees

"It was very informative and reassured me that I am providing the best practice for supporting the children on my caseload through play"

Welsh Safeguarding

All safeguarding courses have been updated to align with the new categories outlined in the National Minimum Standards (NMS). There has been a notable increase in attendance, particularly among frontline staff, reflecting a growing commitment to safeguarding practices.

Evaluation feedback indicates a marked improvement in staff confidence when addressing safeguarding concerns, demonstrating the positive impact of the revised training approach.

- 2 Creating a Safeguarding Culture sessions delivered
- 2 Safeguarding B courses delivered
- 2 Safeguarding C courses delivered
- 93 attendees

Movement Champion

Movement Champion training has empowered staff to promote active lifestyles within their settings and broader communities. Champions are equipped with knowledge around physical activity, motivational techniques, and inclusive approaches to movement.

Active Child (Online) - February 2025

- 18 settings / individuals that are Movement Champions

"A lovely energetic course, lovely to share ideas across a wide platform of different settings"

"Course was brilliant, great to share ideas with other practitioners. The content and delivery of the course was great. Would love to do a face-to-face so we could do more singing and exercising together"

Asynchronous & Well-being Training

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The asynchronous format of learning has provided staff teams with flexible learning options. Modules cover Active Baby and Active Toddler, each designed to be completed in under 95 minutes.

Following completion, learners complete a 10-minute online assessment. A pass mark of 80% grants full access to related resources and a certificate of completion.

Additionally, three well-being coaching sessions were delivered to support Early Years leadership through Den Early Years.

- 23 settings / professionals purchased

Lunch and Learn sessions

As part of our commitment to accessible, relevant, and time-efficient professional development, we have introduced a series of Lunch and Learn sessions designed to provide bite-sized learning opportunities for early years practitioners.

These informal, focused sessions are delivered virtually and scheduled over lunchtime, making them convenient to attend without disrupting the working day. Each session lasts no more than 30 minutes and covers a specific theme or area of practice, often aligned with current sector priorities or feedback from practitioners.

Topics included:

- Quality for All (May 2024)
- Child Safety (June 2024)
- Food and Nutrition (July 2024)
- Lockdown Policy (September 2024)
- Well-being Coaching (October 2024)
- Social Care Wales Offer (November 2024)
- Forest Schools (January 2025)
- Little Magic Train (March 2025)

- 8 sessions delivered
- 83 attendees

Networking sessions

Several internal networking events have been facilitated to encourage collaboration, knowledge sharing, and professional development.

These included Breakfast Bulletins and Leader & Manager Networks.

- 4 sessions delivered
- 50 attendees

"I feel more connected and informed"

Additional training offers:

In addition to our core programmes, we have designed and delivered a suite of additional training offers that directly support the sector, shaped by insights gathered through a Training Needs Analysis (TNA).

These were delivered in partnership with sector specialists and experts, including:

- Toileting Together - Primary Steps
- Risk Taking in Play - Play Wales
- Introduction to Childcare - Early Years Wales & Social Care Wales
- Diverse Pathways of Development - Kerry Murphy
- Y Cylch Cymraeg - Matt Anthony
- Centering Play in Inclusion - Dr Sharon Colillies

- 6 sessions delivered
- 63 attendees

"The session was well presented, and I really enjoyed listening to Kerry Murphy. With so much information covered during the session, I did feel mentally exhausted at the end (which is a compliment!). I do need to re-read my notes and go back through the slides to help embed the information"

- Diverse Pathways of Development in Early Childhood with Kerry Murphy

"It was made clear how important it is to get to know the child and understand what works best for them, how everyone is different, and we must observe and reflect"

- Diverse Pathways of Development in Early Childhood with Kerry Murphy

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"Training was full of information. Diolch yn fawr"

- Y Cylch Cymraeg - The Observation, Assessment and Planning Cycle with Matt Anthony (Early Years Wales)

Showcasing our external partnerships in delivery

At the heart of our evolving delivery approach lies a strong commitment to working in genuine collaboration with external partners to amplify impact and extend our reach. Over the past year, our work with external organisations has been pivotal in shaping and delivering high-quality, relevant offers that support practitioners working across the early years sector.

Shifting from a non-racist to an anti-racist training approach

One key area of development has been our Shifting from a non-racist to an anti-racist training approach. This two-part training has been intentionally designed and led in-house, with input from expert voices and external partners committed to racial equity. Our focus has been on equipping early years practitioners with the practical tools, reflective spaces, and language needed to actively work towards becoming anti racist in their settings. The content is informed by lived experience, current research, and sector-wide best practice.

We have been commissioned and delivered Shifting from a non-racist to anti-racist approach training to the following Local Authorities:

- Merthyr Tydfil
- Cardiff
- Neath Port Talbot
- Flintshire

- 12 courses delivered (in-house and with local authority support)
- 142 attendees

"Really good training, very useful & the trainer made me feel at ease & was happy to answer questions & talk through scenarios"

"Thoroughly enjoyed the course, the tutor was lovely and shared lots of information with us on how to incorporate the content of the course in our setting, she also brought lots of resources with her for us to look at"

Active Movement Offers

We have continued to strengthen our Active Movement Offers, a suite of resources and training opportunities developed to encourage physical literacy and healthy habits from the earliest stages of childhood. Developed in house, these offers have been further enhanced by a partnership with Den Early Years who specialises in babies. This collaboration has enabled us to tailor delivery methods, refine content, and scale reach across Wales.

Our delivery to external partners and Local authorities continues to be underpinned by shared values, mutual learning, and a focus on long-term impact for children and families. As we look ahead, we remain committed to deepening these partnerships and our offers of training.

Camau Work Welsh - Supporting Confidence, Consistency, and Culture in the Early Years Workforce

Supporting the early years workforce to develop their Welsh language skills remains a central strand of our work. Through the Camau Work Welsh programme, we continue to offer structured, accessible, and bespoke sector-specific learning opportunities that help the workforce make a meaningful contribution to Cymraeg 2050: A million Welsh speakers.

Strong Engagement and Growing Confidence

Engagement with Camau this year has been particularly strong at Entry level, with 205 practitioners enrolling and 113 completing the programme. This impressive uptake highlights a growing appetite for Welsh among early years professionals and a positive shift in attitudes toward using the language, even among those with no prior experience.

Participants frequently reported increased confidence and a genuine sense of achievement in using Welsh in everyday situations with children, families, and colleagues.

"I used to worry about saying anything in case I got it wrong. Now I try a little every day and the children are learning with me!"

Progression Through the Levels

At Foundation level, 21 learners registered with 11 completing the programme. At Intermediate level, 4 practitioners enrolled and 2 completed. While smaller in scale, these figures are significant-they demonstrate that learners are not only building foundational Welsh skills but are actively choosing to progress and deepen their competence.

"I'm now able to lead short sessions fully in Welsh. I never thought I'd get to that point. The training has really changed what I thought was possible."

Comprehensive Ongoing Support

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The success of Camau lies not only in the quality of the training, but in the ongoing support that helps practitioners embed their learning into practice. Through a blend of face-to-face, digital, and resource-based support, we created a sustainable, supportive, and responsive pathway for Welsh language development.

Support was provided through:

" Face-to-Face Follow-Up Sessions

"Having someone visit our setting after the course made a big difference. We could see how to bring the Welsh into our actual day-to-day."

- Email-Based Support and Celebrations
- Microsoft Teams Check-ins and Drop-In Sessions
- Access to Bilingual Resources
- Signposting and Progression Pathways

"It's reassuring to know there's more I can do after the course. I'm not left to figure it out alone."

Welsh Language Development through Cynllun Plethu

Cynllun Plethu has continued to play a vital role in supporting early years settings across Wales to strengthen their Welsh language provision. Working closely with three participating settings at varying stages of their bilingual journey, the project has helped foster environments where the Welsh language is both seen and heard, embedded meaningfully into daily routines, and celebrated as part of children's identity and sense of place. All three settings have transformed their use of Welsh and are moving towards providing Welsh language immersion.

Each setting continues to receive tailored support through a combination of structured training, hands-on mentoring, and goal-focused action planning. All settings engaged with the Camau Work Welsh training programme, with staff supported to complete modules appropriate to their level, from entry to intermediate. Learning was reinforced through training support sessions, delivered termly on-site or online, dependant on the learners needs. These sessions equipped staff with the confidence to use Welsh in authentic, child-led contexts such as greetings, transitions, storytelling, and song.

15 face-to-face development visits were made across the three settings, which supported.

- Real-time modelling of bilingual practice
- Reflective coaching and observation feedback
- Assistance with Welsh Promise action planning
- Joint creation of bilingual displays and visual prompts

Each setting made measurable progress:

- One setting achieved both Bronze and Silver Welsh Promise awards, with a clear whole-setting commitment to bilingualism.
- Another deepened the use of incidental Welsh, engaged confidently with parents bilingually, and demonstrated readiness to expand provision.
- The third, embraced a supportive and inclusive introduction to Welsh, with staff building skills steadily and a Welsh Language Champion.

Parents were engaged through bilingual newsletters, song sheets, and cultural events, helping extend Welsh language exposure into the home environment. Children across all settings responded positively, often repeating key phrases and demonstrating enthusiasm for Welsh songs, stories, and routines.

In addition to language-focused support, strategic business guidance was provided where needed. This included policy development, committee governance, and sustainability planning, ensuring settings were not only linguistically enriched but also structurally resilient.

Cynllun Plethu has proven to be more than just a language initiative; it is a capacity-building framework that supports professional growth, strengthens setting culture, and enriches children's early experiences with the Welsh language. The progress of the three participating settings reflects the impact of sustained, responsive, and collaborative support.

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

Our work with Sport RCT | Project Overview:

Sport RCT commissioned Early Years Wales to deliver the First 1000 Days Delivery Partnership, focusing on the development and rollout of Active Baby services across the Rhondda Cynon Taff area. This programme forms part of a broader strategy to embed movement and physical activity into the critical early stages of a child's development - starting from birth.

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The first 1000 days of life (from conception to age two) are now widely recognised as a foundational period for long-term physical, emotional, and cognitive wellbeing. This commissioned work aims to build awareness of this important child development among parents, carers, and early years professionals, using movement as a key intervention tool.

Project Title: First 1000 Days Delivery Partnership - Active Baby Services

Under a formal Service Level Agreement (SLA), Early Years Wales has been commissioned by Sport RCT to lead the delivery and rollout of Active Baby services across the Rhondda Cynon Taff Valleys.

This initiative forms part of the broader First 1000 Days Delivery Partnership, which focuses on the critical importance of early movement and physical development from birth to age two.

Aims of the Partnership

- To engage parents and carers in promoting movement from birth.
- To raise awareness of the importance of physical development in babies during the first 1000 days.
- To support families with tools and guidance that encourage healthy early movement habits at home.

Activity:

- Delivery of the messaging has commenced through a network of trained facilitators who have completed the full training pathway: Active Baby, Active Toddler, and the two-day Active Baby at Home programme. This approach is now being embedded within local community areas and nursery settings, ensuring consistent messaging reaches families across all parts of the community
- These facilitators are delivering sessions that offer practical, hands-on support to parents and carers.
- They also promote understanding of how early movement supports both physical and cognitive development in babies.

Monitoring and Support

- Early Years Wales is actively monitoring delivery quality to ensure consistency and meaningful impact across all sessions.
- All participating families receive bespoke Active Baby Packs, designed to:
- Reinforce key messages delivered during sessions.
- Provide simple, engaging activities for families to use at home.
- Encourage continuity of movement-based play in everyday routines.

Active Baby at Home - Train the Trainer Model

In addition to direct delivery, we have continued to deliver the Active Baby at Home - Train the Trainer model to extend our reach across Wales.

Areas currently engaged in the Active Baby at Home Train the Trainer model:

- Swansea
- Bridgend
- Merthyr
- Rhondda Cynon Taff

This model empowers local professionals to deliver consistent Active Baby messaging and support independently, with resources and guidance from Early Years Wales.

Physical Literacy courses:

- 39 practitioners attended Active Baby training in Rhondda Cynon Taff
- 32 practitioners attended Active Toddler training in Rhondda Cynon Taff
- 45 practitioners across Swansea, Merthyr Tydfil, Bridgend and Rhondda Cynon Taff who are now trained to deliver Active baby at Home

"Everyone who is pregnant, has a child, works with children should have this training, it is vital and could make such a huge difference!"

"Absolutely fantastic course. Really enjoyable and very interesting. Looking forward to delivering sessions for families"

New Development: Growing Movers 6-week programme

We have also developed and initiated delivery of the Growing Movers programme, further expanding our early years support offer. This strand focuses on holistic early development and complements the Active Baby at Home work by promoting cognitive and emotional growth alongside physical movement for 8 - 15-month-old babies.

This is currently being rolled out to families in Rhondda Cynon Taff with support from local settings.

Cydweith Cymraeg - Building Family Confidence in Welsh

The Cydweith Cymraeg programme engaged over 60 families across Wales through interactive bilingual sessions that brought children and parents together to learn Welsh side by side. Delivered in community playgroups, nurseries, and parent-toddler groups, the programme focused on building confidence in everyday Welsh through shared songs, stories, and activities.

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Families joined with varied starting points-some with little to no Welsh, others preparing for Welsh-medium education. The programme's strength lay in its gentle, low-pressure approach that created safe spaces where Welsh could be heard, repeated, and enjoyed naturally.

The impact was immediate and lasting. Parents reported using Welsh at home-greeting with "Bore da," singing bilingual songs, and understanding vocabulary their children brought home. One father shared: "I could only count to three in Welsh at the start. Now we're counting to 99 at home!" Children as young as six months responded enthusiastically, with families surprised by how quickly children engaged when Welsh was introduced through play.

Crucially, the impact extended beyond the sessions. In Monmouthshire, children began using Welsh spontaneously in play, prompting parents to seek home resources. Several families started exploring additional Welsh learning opportunities, inspired by their children's progress. Cydweith Cymraeg demonstrates that when Welsh is introduced through shared parent-child experiences, it becomes part of family life-a living language with foundations that grow well beyond the early years.

Step into Welsh at St Fagans - Songs, Stories and Movement

From September to March, we delivered Step into Welsh in collaboration with St Fagans National Museum of History, introducing young families to Welsh through playful, developmentally appropriate sessions. With 55 families participating across baby (6 weeks-12 months) and toddler (12+ months) sessions, the programme seamlessly integrated language learning with physical development.

Each session was carefully designed to reflect developmental needs. Baby sessions used gentle movements and rhythmic language, incorporating Welsh phrases like 'Codi! Codi!' during lifting motions. Toddler sessions included dynamic storytelling where children followed Welsh commands such as 'Dewch yma' while jumping or clapping, supporting both language acquisition and gross motor development.

The programme's innovative approach connected movement with language retention-activities focused on crossing the midline, hand-eye coordination, and sensory integration, all while embedding Welsh naturally into physical play. Stories were matched to developmental stages, from simple visual storytelling for babies to interactive narratives where toddlers acted out Welsh words and sounds.

Parent feedback highlighted the programme's accessibility and impact: "Fantastic free Welsh movement sessions in a great setting" and "Very relaxed... Really enjoyed. Diolch." Families gained confidence using Welsh in everyday situations while understanding the powerful connection between movement and language development.

This collaboration with St Fagans exemplifies our commitment to making Welsh language learning inclusive, engaging, and developmentally sound-creating positive early experiences that support lifelong bilingualism.

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

Movement champion campaign

Our Movement Champion Campaign raises awareness of the importance of movement in the development of cognitive skills and physical abilities of young children. As of April 2025, the campaign had a total of 48 signups from all corners of Wales. These included entire childcare settings, childminders, Members of the Senedd and third sector organisations.

The campaign has a catch all theme, encouraging settings, childminders, individuals and organisations to sign up, receiving assets to help them promote and report on how they are implementing the campaign for the purposes of receiving a certificate.

ECPLC leaflet

Early Years Wales collaborated with the Welsh Government to produce an easy-read leaflet about Early Childhood, Play Learning and Care (ECPLC) policy which is adopted by the Welsh Government and implemented in settings across Wales. The purpose of the leaflet is to help parents and carers understand what ECPLC is, why it is important, and how the early years sector is incorporating it into their practice to support their child. A second benefit of this leaflet is raising awareness with parents about the vital work the early years sector is doing to support the physical and cognitive development of children, enhancing the sector's value in the eyes of parents.

Championing the Early Years Through Policy and Advocacy

As a non-political charity, Early Years Wales values the opportunity to contribute to Cross Party Groups (CPGs) convened by Members of the Senedd. In 2024/2025, we actively participated in eight CPGs focused on children and poverty, working alongside a broad range of stakeholders to support informed scrutiny of Welsh Government policies and initiatives.

Our Head of Policy and Advocacy played a key role in shaping these discussions-providing evidence and data that supported Senedd Members in their statements on childcare and the early years during plenary sessions. Where appropriate, we also engaged directly with Welsh Government ministers, offering insight and raising sector-relevant concerns to help inform policy development affecting children and families across Wales.

EARLY YEARS WALES 2018
REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31 MARCH 2025

Through these contributions, we continue to ensure the voices and experiences of our members are represented in national conversations.

Policy updates and sector working group

Our Head of Policy and Advocacy hosts a regular policy working group designed to create space for members to feed directly into policy calls as well as resource development. These conversations inform our direct work with the Welsh Government in various meetings such as the National Minimum Standards reviews, Fair Work forums, and task and finish groups to ensure the voice of the sector is heard by civil servants.

Partnership working with Public Health Wales

In Autumn 2024, Public Health Wales convened a working group of organisations from the early years, local authorities, third sector, health and wider stakeholders to consider the draft and publication of 'The Best Start in Life: An Early Years Framework for Action'. As this work is central to our strategic plan, Early Years Wales was delighted to contribute extensively to this document and are scheduled to speak at the launch event in summer 2025.

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

Mental Health Survey

At the end of 2024 and the beginning of 2025, Early Years Wales released a survey designed to gather information about the levels of mental health amongst staff who work in the early years sector. The survey provided data which was the first of its kind in Wales, giving us an insight into the mental health of individuals at different levels of pay, responsibility and experience in the sector.

Results from the survey show that many people working across the early years sector in Wales experience negative mental health and well-being. They report that this is often caused by issues such as attitudes towards the sector, lack of value and pay, and uncertainty about the future of their livelihoods. This leads to feelings of immense frustration expressed by all, at different levels both within and outside of the sector. From more junior staff, it is expressed towards management, and higher-level staff, frustration is expressed at wider social factors. This fragility and mental instability felt throughout the sector suggests that it is not always a healthy place. The impact of low pay and being undervalued results in these feelings being felt sector wide.

Campaign for improving the childcare offer rate

In October, our CEO spoke on an invited panel at the Cross-Party Group for Children and Families event, 'The First 1,000 Days; A Right to Childhood.'

Talking on a panel including, Dr Liz Gregory (Parent and Infant Foundation), Clare Law (Blackpool Better Start), and Chaired by John Griffiths MS, our CEO talked about the fragmented funding for the early years sector, and how this adds complexity to the system for providers and parents. In a short presentation, the key message to Ministers was to use the policy levers in place to address the system challenges and enhance the profile and working conditions for the sector by investing early and focusing on preventive measures over later intervention programmes.

FINANCIAL REVIEW

Financial position

Incoming Resources

Incoming resources for the year ended 31 March 2025 were £901,804 (2024: £979,367). Income from charitable activities was £872,761 and has decreased from £935,630 in 2024.

Resources Expended

Resources expended during the years ended 31 March 2025 were £994,126 (2024: £1,191,939).

Results

Net outgoing resources for the year were £130,845 (2024: £116,649). Before investment losses of £38,523 (2024: £95,923 gain), an unrestricted deficit of £83,215 was generated (2024: deficit £196,124) and a £9,107 restricted deficit generated (2024: £16,448 deficit).

Cash Flow

Cash flow remains strong, holding £313,833 (2024: £212,481) in cash.

EARLY YEARS WALES 2018
REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31 MARCH 2025

FINANCIAL REVIEW

Reserves policy

We have utilised some of our reserves over the last year to provide free membership for our members, and to supplement income to continue what we believe to be essential services.

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 chance and cannot be guaranteed. In addition, the Charity undertakes project-driven work for which restricted income is received.

The Trustees consider 12-months running costs sufficient to safeguard a loss of funding. The use of invested reserves has contributed to:

- Central Support membership services
- Governance support and advice
- Training and development services
- Welsh translation services
- Free membership for members.

At the reporting dates, the free reserves were £1,050,613 (2024: £1,170,595) representing unrestricted funds less tangible assets and restricted amounts. The remaining funds are held with an aspiration to achieve income that the Charity can spend on its aims.

FUTURE PLANS

- Continuing our Movement Champion Campaign - with supportive funding being secured from the KPMG Foundation, Early Years Wales will catalyse the movement champion campaign, advance the production of supportive resources and capture evidence of the impact of movement on children's development.

- Updating and enhancing our membership offer as we reinstate charges - working with partners, and through updating our products and services, members renewing and paying for membership for the first time since 2019 will see an organisation committed to system improvements and providing value for money.

- Developing our portfolio of training and learning opportunities - the early years sector runs on tight budgets. Our commitment is to provide excellent professional development opportunities that enhance practice and leadership at all levels.

- Reinstating our regional roadshows - the post-Covid world is different, and our previously hosted regional forums are managed through different technological approaches. However, the time is right to return to visiting members in their regions. We are restarting this in 2025 with a view to embedding these regional practice-sharing events in our calendar.

- Finalising our 3-year project with Arts Council of Wales on Creative Learning in the Early Years - The Creative Learning in the Early Years project has been a joyful exploration of collaborating with artists in the early years' settings around Wales. 2025/26 brings this three-year project to a conclusion. We would hope to continue this work beyond (subject to funding), however, aim to ensure that the key learning, case studies and practice are shared widely within the sector and beyond.

- Revitalising our Annual Conference, making this accessible to all members - we have an exciting conference planned for 2025, with excellent speakers. We are providing this to our members free of charge. We hope to see a large online audience to share reflections about the practice of childcare and early years.

- Launching our manifesto for the early years to help the conversation about improving the system in Wales - heading into the elections in 2026, Wales is at a crossroads. We have the basis of a proactive and targeted programme of childcare to support families. We will launch our manifest to share our vision of what steps the incoming government could take to enhance the sector for children, families and for the workforce.

- Modernising our systems - in 2025/ 2026 Early Years Wales are;

- Launching a new website
- Investing in WhatsApp messaging to enhance our communications with the members
- Investing in AI to enhance our responsiveness and productivity
- And enhancing our ability to offer asynchronous learning through a range of mediums

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing document

The charity is controlled by its governing document, a deed of trust, and constitutes a limited company, limited by guarantee, as defined by the Companies Act 2006.

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

EARLY YEARS WALES 2018
REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31 MARCH 2025

STRUCTURE, GOVERNANCE AND MANAGEMENT

Charity constitution

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.

Recruitment and appointment of new trustees

As set out in the articles of association, The Chair and Treasurer are elected by the Trustees. 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 and volunteers with skills and experience from professional and personal experience. Co-opted Trustees may be appointed.

Organisational structure

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 scrutinises 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 management team led by the Chief Executive Officer. This ensures that:

- The organisation stays focused on its mission and strategy
- Key strategic and policy decisions are made by the board, and
- Support and constructive challenge are given by the Trustees to the management team and CEO.

The Board meets four-times a year. The Finance Committee meets four times a year between Board meetings.

Induction and training of new trustees

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

Key management remuneration

The key management personnel received remuneration totalling £214,272 (2024: £320,655).

The key management personnel of the charity during the year were the CEO, the Finance Manager, the Head of Membership & Local Authority Contract, the Head of Training, Learning and Development and the Head of Policy and Advocacy.

The key management personnel of the Charity has reduced from 8 in the prior year to 5 in the current year as a result of the Charity restructure.

Related parties

There was one related party transactions relating to the financial year 2024/25 (2023/24: nil). Jaziea Farag (Courage to Climb Ltd), provided professional services to the Charity whilst on the Board amounting to £1,966.

All interests are required to be declared and signed in the Trustee Declaration of Interest 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.

Risk management

The trustees have a duty to identify and review the risks to which the charity is exposed and to ensure appropriate controls are in place to provide reasonable assurance against fraud and error.

Early Years Wales considers itself to be a risk intelligent organisation, taking appropriate managed risks in an increasingly challenging environment. Our risk register and risk management procedures are fully embedded within the organisation. The risk register is updated and reviewed by Trustees in Board and Finance meetings.

Pay Policy for Staff

Salaries for all staff are approved by the Board and are set at market rate. Early Years Wales is a Real Living Wage employer. The Charities policy is to give full and fair consideration to applications for employment made by people identifying protected characteristics including disability, and minority ethnic backgrounds. Disabled employees received appropriate training to promote their career development within the Charity. Employees are kept well informed about the progress and position of the Charity by regular internal meetings.

EARLY YEARS WALES 2018
REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31 MARCH 2025

REFERENCE AND ADMINISTRATIVE DETAILS

Registered Company number

03164233 (England and Wales)

Registered Charity number

1056381

Registered office

Unit 9 Centre Court
Treforest
Rhondda Cynon Taff
CF37 5YR

Trustees

L M Owen
J A Powell
D J Dallimore
C A Asante (resigned 12.3.25)
E Dace (resigned 18.11.24)
J A Elmer
J H Farag (resigned 21.5.25)
T H Grover (appointed 26.9.24)
K Leighfield
N Macdonald (appointed 26.9.24)
G Meredith (resigned 5.2.25)
C Murphy
E Roberts (appointed 8.5.25)

Company Secretary

D Goodger

Auditors

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

STATEMENT OF TRUSTEES' RESPONSIBILITIES

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

Company law requires the trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that period. In preparing those financial statements, the trustees are required to

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

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

In so far as the trustees are aware:

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

EARLY YEARS WALES 2018
REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31 MARCH 2025

AUDITORS

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

Approved by order of the board of trustees on10/09/2025..... and signed on its behalf by:

A handwritten signature in black ink, appearing to read 'D.J. Dallimore', with a long horizontal stroke extending to the right.

.....
D J Dallimore - Trustee

REPORT OF THE INDEPENDENT AUDITORS TO THE MEMBERS OF EARLY YEARS WALES 2018

Opinion

We have audited the financial statements of Early Years Wales 2018 (the 'charitable company') for the year ended 31 March 2025 which comprise the Statement of Financial Activities, the Balance Sheet, the Cash Flow Statement and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

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

Basis for opinion

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

Conclusions relating to going concern

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

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

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

Other information

The trustees are responsible for the other information. The other information comprises the information included in the Annual Report, other than the financial statements and our Report of the Independent Auditors thereon.

Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

The financial statements of Early Years Wales 2018 for the year ended 31 March 2024 were audited by another auditor who expressed an unmodified opinion on those statements on 15 August 2024.

Opinions on other matters prescribed by the Companies Act 2006

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

- the information given in the Report of the Trustees for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the Report of the Trustees has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

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

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

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

REPORT OF THE INDEPENDENT AUDITORS TO THE MEMBERS 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 charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

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

Our responsibilities for the audit of the financial statements

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

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

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

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

We discussed our audit independence complying with the Revised Ethical Standard 2024 with the engagement team members whilst planning the audit and continually monitored our independence throughout the process.

Identifying and assessing potential risks related to irregularities.

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

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

Audit response to risks identified

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

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

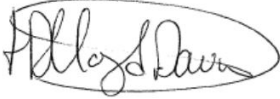
We also communicated relevant identified laws and regulations and potential fraud risks to all engagement team members and remained alert to any indications of fraud or non-compliance with laws and regulations throughout the audit.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at www.frc.org.uk/auditorsresponsibilities. This description forms part of our Report of the Independent Auditors.

**REPORT OF THE INDEPENDENT AUDITORS TO THE MEMBERS OF
EARLY YEARS WALES 2018**

Use of our report

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



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

Date:10/9/2025.....

EARLY YEARS WALES 2018

STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 31 MARCH 2025

	Notes	Unrestricted funds £	Restricted funds £	2025 Total funds £	2024 Total funds £
INCOME AND ENDOWMENTS FROM					
Donations and legacies	2	726	-	726	10,427
Charitable activities	4				
Grant income		29,740	794,392	824,132	883,828
Other income		5	-	5	3,912
Quality assurance		9,395	-	9,395	12,555
Sale of publications		6,134	-	6,134	5,065
Courses and training		32,945	-	32,945	30,270
Membership income		150	-	150	-
Investment income	3	27,211	-	27,211	31,445
Other income		1,106	-	1,106	1,865
Total		<u>107,412</u>	<u>794,392</u>	<u>901,804</u>	<u>979,367</u>
EXPENDITURE ON					
Charitable activities	5				
Charitable activities		<u>190,627</u>	<u>803,499</u>	<u>994,126</u>	<u>1,191,938</u>
Net gains/(losses) on investments		<u>(38,523)</u>	<u>-</u>	<u>(38,523)</u>	<u>95,923</u>
NET INCOME/(EXPENDITURE)		<u>(121,738)</u>	<u>(9,107)</u>	<u>(130,845)</u>	<u>(116,648)</u>
Transfers between funds	19	<u>(168)</u>	<u>168</u>	<u>-</u>	<u>-</u>
Net movement in funds		<u>(121,906)</u>	<u>(8,939)</u>	<u>(130,845)</u>	<u>(116,648)</u>
RECONCILIATION OF FUNDS					
Total funds brought forward		1,205,069	8,939	1,214,008	1,330,656
TOTAL FUNDS CARRIED FORWARD		<u><u>1,083,163</u></u>	<u><u>-</u></u>	<u><u>1,083,163</u></u>	<u><u>1,214,008</u></u>

The notes form part of these financial statements

EARLY YEARS WALES 2018

BALANCE SHEET 31 MARCH 2025

	Notes	Unrestricted funds £	Restricted funds £	2025 Total funds £	2024 Total funds £
FIXED ASSETS					
Intangible assets	13	24,000	-	24,000	14,850
Tangible assets	14	8,550	-	8,550	940
Investments	15	847,145	-	847,145	1,035,668
		<u>879,695</u>	<u>-</u>	<u>879,695</u>	<u>1,051,458</u>
CURRENT ASSETS					
Debtors	16	19,370	-	19,370	31,275
Cash in hand		313,833	-	313,833	212,481
		<u>333,203</u>	<u>-</u>	<u>333,203</u>	<u>243,756</u>
CREDITORS					
Amounts falling due within one year	17	(129,735)	-	(129,735)	(81,206)
NET CURRENT ASSETS		<u>203,468</u>	<u>-</u>	<u>203,468</u>	<u>162,550</u>
TOTAL ASSETS LESS CURRENT LIABILITIES		<u>1,083,163</u>	<u>-</u>	<u>1,083,163</u>	<u>1,214,008</u>
NET ASSETS		<u>1,083,163</u>	<u>-</u>	<u>1,083,163</u>	<u>1,214,008</u>
FUNDS	19				
Unrestricted funds:					
General fund				1,083,163	1,205,069
Restricted funds:					
County Funds				-	8,939
TOTAL FUNDS				<u>1,083,163</u>	<u>1,214,008</u>

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

The financial statements were approved by the Board of Trustees and authorised for issue on10/09/2025..... and were signed on its behalf by:



.....
D J Dallimore - Trustee

EARLY YEARS WALES 2018

**CASH FLOW STATEMENT
FOR THE YEAR ENDED 31 MARCH 2025**

	Notes	2025 £	2024 £
Cash flows from operating activities			
Cash generated from operations	1	(49,909)	(57,509)
Net cash used in operating activities		<u>(49,909)</u>	<u>(57,509)</u>
Cash flows from investing activities			
Purchase of intangible fixed assets		(17,400)	-
Purchase of tangible fixed assets		(8,550)	-
Sale of fixed asset investments		150,000	120,000
Interest received		27,211	31,445
Net cash provided by investing activities		<u>151,261</u>	<u>151,445</u>
Change in cash and cash equivalents in the reporting period		<u>101,352</u>	<u>93,936</u>
Cash and cash equivalents at the beginning of the reporting period		<u>212,481</u>	<u>118,545</u>
Cash and cash equivalents at the end of the reporting period		<u><u>313,833</u></u>	<u><u>212,481</u></u>

The notes form part of these financial statements

EARLY YEARS WALES 2018

NOTES TO THE CASH FLOW STATEMENT FOR THE YEAR ENDED 31 MARCH 2025

1. RECONCILIATION OF NET EXPENDITURE TO NET CASH FLOW FROM OPERATING ACTIVITIES

	2025 £	2024 £
Net expenditure for the reporting period (as per the Statement of Financial Activities)	(130,845)	(116,648)
Adjustments for:		
Depreciation charges	9,190	9,190
Losses/(gain) on investments	38,523	(95,923)
Interest received	(27,211)	(31,445)
Decrease in debtors	11,905	207,411
Increase/(decrease) in creditors	48,529	(30,094)
Net cash used in operations	<u>(49,909)</u>	<u>(57,509)</u>

2. ANALYSIS OF CHANGES IN NET FUNDS

	At 1.4.24 £	Cash flow £	At 31.3.25 £
Net cash			
Cash at bank and in hand	212,481	101,352	313,833
	<u>212,481</u>	<u>101,352</u>	<u>313,833</u>
Total	<u>212,481</u>	<u>101,352</u>	<u>313,833</u>

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2025**

1. ACCOUNTING POLICIES

Basis of preparing the financial statements

The financial statements of the charitable company, which is a public benefit entity under FRS 102, have been prepared in accordance with the Charities SORP (FRS 102) 'Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Companies Act 2006. The financial statements have been prepared under the historical cost convention, with the exception of investments which are included at market value, as modified by the revaluation of certain assets.

Income

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

Income from government and other grants, whether 'capital' grants or 'revenue' grants, is recognised when the charity has entitlement to the funds, any performance conditions attached to the grants have been met, it is probable that the income will be received and the amount can be measured reliably and is not deferred.

Donations income includes donations and gifts that provide core funding or are of a general nature and are recognised where there is entitlement, probability of receipt and the amount can be measured with sufficient reliability. Such income is only deferred when the donor specifies it must be used in future accounting periods or the donor has imposed conditions which must be met before the charity has unconditional entitlement.

Course and training 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.

It is not the policy of the charity to show income net of expenditure.

Expenditure

Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources.

Charitable expenditure comprises those costs incurred by the charity in the delivery of its activities, both costs directly attributable and indirect support costs.

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

Tangible fixed assets

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

Fixtures and fittings	- 33% on cost
Computer equipment	- 33% on cost

Taxation

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

Fund accounting

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

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

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

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2025

1. ACCOUNTING POLICIES - continued

Pension costs and other post-retirement benefits

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

Financial Instruments

The charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments.

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

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

Basic financial assets

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

Impairment of financial assets

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

Financial assets are impaired where there is objective evidence that, as a result of one or more events that occurred after the initial recognition of the financial asset, the estimated future cash flows have been affected. If an asset is impaired, the impairment loss is the difference between the carrying amount and the present value of the estimated cash flows discounted at the asset's original effective interest rate. The impairment loss is recognised in profit or loss

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

Derecognition of financial assets

Financial assets are derecognised only when the contractual rights to the cash flows from the asset expire or are settled, or when the company transfers the financial asset and substantially all the risks and rewards of ownership to another entity, 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 business from suppliers. Amounts payable are classified as current liabilities if payment is due within one year or less. If not, they are presented as non-current liabilities. Trade creditors are recognised initially at transaction price and subsequently measured at amortised cost using the effective interest method.

Derecognition of financial liabilities

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

Creditors

Short term trade creditors are measured at the transaction price. Other financial liabilities, including bank loans, are measured initially at fair value, net of transaction costs, and are measured subsequently at amortised cost using the effective interest method.

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2025

1. ACCOUNTING POLICIES - continued**Debtors**

Short term debtors are measured at transaction price, less any impairment. Loans receivable are measured initially at fair value, net of transaction costs, and are measured subsequently at amortised cost using the effective interest method, less any impairment.

Cash at bank and in hand

Cash at bank and in hand are basic financial assets and 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.

Fixed asset investments

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

2. DONATIONS AND LEGACIES

	2025	2024
	£	£
Donations	726	10,427
	<u>726</u>	<u>10,427</u>

3. INVESTMENT INCOME**Net gains/losses on investments**

	Unrestricted funds	Unrestricted funds
	2025 £	2024 £
Revaluation of investments	(37,529)	92,649
Gain/(loss) on sale of investments	(994)	3,274
	<u>(38,523)</u>	<u>95,923</u>

4. INCOME FROM CHARITABLE ACTIVITIES

		2025	2024
	Activity	£	£
Grants	Grant income	824,132	883,828
Other income	Other income	5	3,912
Quality assurance	Quality assurance	9,395	12,555
Sale of publications	Sale of publications	6,134	5,065
Courses and training	Courses and training	32,945	30,270
Membership income	Membership income	150	-
		<u>872,761</u>	<u>935,630</u>

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

	2025	2024
	£	£
Welsh Government - DCELLS Early Years Coordinator	60,000	60,000
Welsh Government - Welsh Language Department	50,000	50,000
Welsh Government - Cynllyn Plethu	50,000	50,000
Newport City Council	-	106,890
Monmouthshire County Council	6,000	6,000
Ceredigion County Council - Family Information Service	5,000	5,000
Swansea City Council - Development Worker	17,499	14,990
	<u>188,499</u>	<u>292,880</u>
Carried forward	188,499	292,880

EARLY YEARS WALES 2018

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2025

4. INCOME FROM CHARITABLE ACTIVITIES - continued

	2025 £	2024 £
Brought forward	188,499	292,880
Flintshire County Council	35,153	55,207
Denbighshire County Council - Flying Start	8,093	8,093
Isle of Anglesey County Council	8,750	8,750
Conwy County Borough Council	1,200	7,500
Welsh Government - CWLWM	473,898	473,898
Moondance	25,530	30,000
Wrexham Council	-	7,500
DARPL	3,009	-
Welsh Government Additional Funding	80,000	-
	<u>824,132</u>	<u>883,828</u>

5. CHARITABLE ACTIVITIES COSTS

	Direct Costs £	Grant funding of activities (see note 6) £	Support costs (see note 7) £	Totals £
Charitable activities	<u>875,170</u>	<u>17,502</u>	<u>101,454</u>	<u>994,126</u>

6. GRANTS PAYABLE

	2025 £	2024 £
Charitable activities	<u>17,502</u>	<u>74,853</u>

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

	2025 £	2024 £
Early Years Wales Small Grants	17,502	37,223
SE Wales Grants Payable - Assisted Places	-	2,683
SE Wales Grants Payable - Newport ANRS Grants	-	34,947
	<u>17,502</u>	<u>74,853</u>

7. SUPPORT COSTS

	Management £	Support costs £	Totals £
Charitable activities	<u>86,178</u>	<u>15,276</u>	<u>101,454</u>

8. NET INCOME/(EXPENDITURE)

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

	2025 £	2024 £
Auditors' remuneration	15,000	17,280
Depreciation - owned assets	940	-
Computer software amortisation	<u>8,250</u>	<u>8,250</u>

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2025

9. TRUSTEES' REMUNERATION AND BENEFITS

There were no trustees' remuneration or other benefits for the year ended 31 March 2025 nor for the year ended 31 March 2024.

Trustees' expenses

Two trustees were reimbursed a total of £264 for travel and subsistence expenses (2024: 4 trustees reimbursed a total of £1,302).

10. STAFF COSTS

	2025 £	2024 £
Wages and salaries	692,311	737,045
	<u>692,311</u>	<u>737,045</u>

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

	2025	2024
Functional	10	17
Support	12	8
	<u>22</u>	<u>25</u>

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

Included within wages and salaries costs are redundancy payments totalling £60,428 (2024: £14,252). As at the current year end a total amount of £nil was outstanding.

11. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES

	Unrestricted funds £	Restricted funds £	Total funds £
INCOME AND ENDOWMENTS FROM			
Donations and legacies	10,427	-	10,427
Charitable activities			
Grant income	-	883,828	883,828
Other income	3,912	-	3,912
Quality assurance	12,555	-	12,555
Sale of publications	5,065	-	5,065
Courses and training	30,270	-	30,270
Investment income	31,445	-	31,445
Other income	1,865	-	1,865
Total	<u>95,539</u>	<u>883,828</u>	<u>979,367</u>
EXPENDITURE ON			
Charitable activities			
Charitable activities	<u>291,662</u>	<u>900,276</u>	<u>1,191,938</u>
Net gains on investments	<u>95,923</u>	<u>-</u>	<u>95,923</u>
NET INCOME/(EXPENDITURE)	(100,200)	(16,448)	(116,648)
RECONCILIATION OF FUNDS			
Total funds brought forward	1,305,269	25,387	1,330,656

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2025

11. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES - continued

	Unrestricted funds £	Restricted funds £	Total funds £
TOTAL FUNDS CARRIED FORWARD	1,205,069	8,939	1,214,008

12. KEY MANAGEMENT PERSONNEL

The key management personnel received remuneration totalling £214,272 (2024: £320,655).

The key management personnel of the charity during the year were the CEO, the Finance Manager, the Head of Membership & Local Authority Contract, the Head of Training, Learning and Development and the Head of Policy and Advocacy.

The key management personnel of the Charity has reduced from 8 in the prior year to 5 in the current year as a result of the Charity restructure.

13. INTANGIBLE FIXED ASSETS

	Computer software £
COST	
At 1 April 2024	41,250
Additions	17,400
At 31 March 2025	58,650
AMORTISATION	
At 1 April 2024	26,400
Charge for year	8,250
At 31 March 2025	34,650
NET BOOK VALUE	
At 31 March 2025	24,000
At 31 March 2024	14,850

14. TANGIBLE FIXED ASSETS

	Fixtures and fittings £	Computer equipment £	Totals £
COST			
At 1 April 2024	83,410	18,954	102,364
Additions	8,550	-	8,550
At 31 March 2025	91,960	18,954	110,914
DEPRECIATION			
At 1 April 2024	82,470	18,954	101,424
Charge for year	940	-	940
At 31 March 2025	83,410	18,954	102,364
NET BOOK VALUE			
At 31 March 2025	8,550	-	8,550
At 31 March 2024	940	-	940

EARLY YEARS WALES 2018

NOTES TO THE FINANCIAL STATEMENTS - continued FOR THE YEAR ENDED 31 MARCH 2025

15. FIXED ASSET INVESTMENTS

	Listed investments £
MARKET VALUE	
At 1 April 2024	1,035,668
Disposals	(150,000)
Revaluations	(38,523)
	<hr/>
At 31 March 2025	847,145
	<hr/>
NET BOOK VALUE	
At 31 March 2025	847,145
	<hr/>
At 31 March 2024	1,035,668
	<hr/>

There were no investment assets outside the UK.

Cost or valuation at 31 March 2025 is represented by:

	Listed investments £
Valuation in 2025	847,145
	<hr/>

16. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2025 £	2024 £
Trade debtors	4,925	8,680
Prepayments	14,445	22,595
	<hr/>	<hr/>
	19,370	31,275
	<hr/>	<hr/>

17. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2025 £	2024 £
Trade creditors	15,136	1,440
Social security and other taxes	12,173	12,529
Other creditors	2,485	1,911
Accruals and deferred income	76,480	47,624
Accrued expenses	23,461	17,702
	<hr/>	<hr/>
	129,735	81,206
	<hr/>	<hr/>

18. LEASING AGREEMENTS

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

	2025 £	2024 £
Within one year	27,547	39,993
Between one and five years	80,993	32,312
	<hr/>	<hr/>
	108,540	72,305
	<hr/>	<hr/>

EARLY YEARS WALES 2018

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2025

19. MOVEMENT IN FUNDS

	At 1.4.24 £	Net movement in funds £	Transfers between funds £	At 31.3.25 £
Unrestricted funds				
General fund	1,205,069	(121,738)	(168)	1,083,163
Restricted funds				
Welsh Government	-	(206)	206	-
County Funds	8,939	(8,901)	(38)	-
	<u>8,939</u>	<u>(9,107)</u>	<u>168</u>	<u>-</u>
TOTAL FUNDS	<u>1,214,008</u>	<u>(130,845)</u>	<u>-</u>	<u>1,083,163</u>

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

	Incoming resources £	Resources expended £	Gains and losses £	Movement in funds £
Unrestricted funds				
General fund	107,412	(190,627)	(38,523)	(121,738)
Restricted funds				
Welsh Government	633,898	(634,104)	-	(206)
County Funds	80,494	(89,395)	-	(8,901)
Welsh Government Additional Funding	80,000	(80,000)	-	-
	<u>794,392</u>	<u>(803,499)</u>	<u>-</u>	<u>(9,107)</u>
TOTAL FUNDS	<u>901,804</u>	<u>(994,126)</u>	<u>(38,523)</u>	<u>(130,845)</u>

Comparatives for movement in funds

	At 1.4.23 £	Net movement in funds £	At 31.3.24 £
Unrestricted funds			
General fund	1,305,269	(100,200)	1,205,069
Restricted funds			
County Funds	25,387	(16,448)	8,939
TOTAL FUNDS	<u>1,330,656</u>	<u>(116,648)</u>	<u>1,214,008</u>

EARLY YEARS WALES 2018

NOTES TO THE FINANCIAL STATEMENTS - continued FOR THE YEAR ENDED 31 MARCH 2025

19. MOVEMENT IN FUNDS - continued

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

	Incoming resources £	Resources expended £	Gains and losses £	Movement in funds £
Unrestricted funds				
General fund	95,539	(291,662)	95,923	(100,200)
Restricted funds				
Welsh Government	633,898	(633,898)	-	-
County Funds	219,930	(236,378)	-	(16,448)
Moondance	30,000	(30,000)	-	-
	<u>883,828</u>	<u>(900,276)</u>	<u>-</u>	<u>(16,448)</u>
TOTAL FUNDS	<u>979,367</u>	<u>(1,191,938)</u>	<u>95,923</u>	<u>(116,648)</u>

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

	At 1.4.23 £	Net movement in funds £	Transfers between funds £	At 31.3.25 £
Unrestricted funds				
General fund	1,305,269	(221,938)	(168)	1,083,163
Restricted funds				
Welsh Government	-	(206)	206	-
County Funds	25,387	(25,349)	(38)	-
	<u>25,387</u>	<u>(25,555)</u>	<u>168</u>	<u>-</u>
TOTAL FUNDS	<u>1,330,656</u>	<u>(247,493)</u>	<u>-</u>	<u>1,083,163</u>

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

	Incoming resources £	Resources expended £	Gains and losses £	Movement in funds £
Unrestricted funds				
General fund	202,951	(482,289)	57,400	(221,938)
Restricted funds				
Welsh Government	1,267,796	(1,268,002)	-	(206)
County Funds	300,424	(325,773)	-	(25,349)
Moondance	30,000	(30,000)	-	-
Welsh Government Additional Funding	80,000	(80,000)	-	-
	<u>1,678,220</u>	<u>(1,703,775)</u>	<u>-</u>	<u>(25,555)</u>
TOTAL FUNDS	<u>1,881,171</u>	<u>(2,186,064)</u>	<u>57,400</u>	<u>(247,493)</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,

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2025

19. MOVEMENT IN FUNDS - continued

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.

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 coordinator 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.

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2025

19. MOVEMENT IN FUNDS - continued

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.

20. EMPLOYEE BENEFIT OBLIGATIONS

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 £22,098 (2024: £25,706). There were no amounts outstanding at the year end in the current or previous year.

21. RELATED PARTY DISCLOSURES

There were no related party transactions for the year ended 31 March 2025.

EARLY YEARS WALES 2018

DETAILED STATEMENT OF FINANCIAL ACTIVITIES FOR THE YEAR ENDED 31 MARCH 2025

	2025 £	2024 £
INCOME AND ENDOWMENTS		
Donations and legacies		
Donations	726	10,427
Investment income		
Curr asset inv income	27,211	31,445
Charitable activities		
Other income	5	3,912
Quality assurance	9,395	12,555
Sale of publications	6,134	5,065
Courses and training	32,945	30,270
Grants	824,132	883,828
Membership income	150	-
	<hr/> 872,761	<hr/> 935,630
Other income		
Other income	1,106	1,865
	<hr/>	<hr/>
Total incoming resources	901,804	979,367
EXPENDITURE		
Charitable activities		
Wages	668,284	713,796
Insurance	456	955
Premises costs	76,946	76,379
Computer and internet	32,061	24,960
Postage and stationery	13,263	37,267
Grant funding returned	-	25,378
Other staff costs	8,172	8,984
Quality assurance	500	93
Travel and subsistence	16,463	22,431
Quality assurance costs	6,164	1,820
Publications, training & subs	28,771	55,512
Events	14,199	38,486
Other costs	30	468
Bank and other charges	-	128
Professional fees	671	(893)
Depn of fixtures and fittings	940	940
Amortisation of computer equip ment	8,250	8,250
Grants payable	17,502	74,853
	<hr/> 892,672	<hr/> 1,089,807
Support costs		
Management		
Wages	24,027	23,249
Premises	292	1,924
Insurance	8,606	8,610
Telephone	11,451	9,127
Postage and stationery	23,249	25,063
Bank and other charges	1,485	1,308
Professional fees	15,989	11,788
Publications, training & subs	685	313
Carried forward	85,784	81,382

This page does not form part of the statutory financial statements

EARLY YEARS WALES 2018

DETAILED STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 31 MARCH 2025

	2025 £	2024 £
Management		
Brought forward	85,784	81,382
Travel and subsistence	11	7
Other staff costs	383	2,818
	<hr/> 86,178	<hr/> 84,207
Support costs		
Auditors' remuneration	15,000	17,280
Board expenses	276	644
	<hr/> 15,276	<hr/> 17,924
Total resources expended	<hr/> 994,126	<hr/> 1,191,938
Net expenditure before gains and losses	(92,322)	(212,571)
Realised recognised gains and losses		
Realised gains/(losses) on fixed asset investments	(38,523)	95,923
Net expenditure	<hr/> <hr/> (130,845)	<hr/> <hr/> (116,648)