

**HARMONY COMMUNITY DAY NURSERY**  
**Trading under Harmony Neighbourhood Nursery**  
**(A company limited by guarantee)**

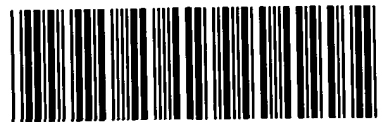
**REPORT AND FINANCIAL STATEMENTS**

**For the year ended 31st March 2025**



**Company Number: 04153660**  
**Charity Number: 1087071**

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**Harmony Community Day Nursery  
Company Information**

**Status**

Harmony Community Day Nursery has charitable status and is a company limited by guarantee and not having a share capital.

**Directors/Trustees**

Pat Bunche (Chair)

Richard Barnett - Treasurer/Secretary

**Other Trustees**

Charlotte Dubois

Hanna McCloskey

Ivana Jovanovic

Jessica Morra

Ciara Solmi

Mark Gilleran

**Secretary**

Jana Hassan

**Registered Office**

C/O Ark Burlington Danes Primary Academy

Du Cane Road

London W12 0TN

**Bankers**

HSBC plc

16 Sheperds Bush Green

W12 8PT

CAF Bank Ltd

25 Kings Hill Avenue

Kings Hill

West Malling

Kent, ME19 4JQ

**Independent Examiner**

Brookfield & Co

18 Concanon Road

London

SW2 5TA

**Registered number**

04153660

**Charity Reference Number**

1087071

## **Harmony Community Day Nursery (HCDN)**

### **Report of the trustees for the year ending 31 March 2025**

The trustees are pleased to present their annual directors' report together with the consolidated financial statements of the charity for the year ending 31 March 2025 which are also prepared to meet the requirements for a directors' report and accounts for Companies Acts purposes.

The financial statements comply with the Charities Act 2011, the Companies Act 2006, the Memorandum and Articles of Association, and Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2015).

#### **Chair's Report (Richard Barnett)**

At the time of writing Harmony is about to move into our brand new purpose-built premises constructed as part of the EdCity development. This is an exciting development for our children, parents and staff, but has presented significant challenges throughout 2025. In particular, we will be required to pay rent for our premises for the first time, which has placed pressure on our finances in the context of our primary mission to provide affordable childcare to local families.

We are optimistic that the new premises will provide a first class setting in which Harmony can continue to provide the excellent childcare for which it has become known. The Management Committee is grateful to the nursery staff and management for their hard work and dedication during the period in which the nursery has been housed in temporary accommodation, and for their efforts in organising and carrying out the various changes of premises. We believe that once the nursery is settled in its new home it will continue to thrive to the benefit of the local community.

#### **Our purposes and activities**

The aims and objectives of HCDN remain as stated in the last Annual Report and as set out in the company's Memorandum and Articles of Association.

HCDN has been set up mainly to advance the development and education of children aged five and under in West London, in particular the London Borough of Hammersmith and Fulham.

In shaping our objectives for the year and planning our activities, the trustees have considered the Charity Commission's guidance on public benefit, including the guidance 'public benefit: running a charity (PB2)'.

## **Organisational Structure**

HCDN is a company limited by guarantee incorporated on 4th October 2000 and governed by its Memorandum and Articles of Association. The company was registered as a charity on 20<sup>th</sup> June 2001.

HCDN is based on the White City Estate in the London Borough of Hammersmith & Fulham. HCDN continues to work in partnership with local organisations throughout the borough.

A voluntary Board of Trustees (Management Committee) are elected to govern the work of the charity as its decision-making body. These are skilled individuals who have an interest in its aims and objectives.

Parents and carers are invited to become members of the Management Committee, together with other individuals with knowledge and experience of childcare, education, and general business management. If gaps in the knowledge of the Committee are identified, attempts are made to recruit appropriate candidates with relevant skills, via professional support services. Furthermore, Peninsula Group Ltd were contracted to support us with advice regarding Human Resources.

The Board of Trustees are elected at the company's Annual General Meeting. New members are subject to an induction process, and training is provided where necessary through NDNA and the Local Authority. The Pre-School Learning Alliance induction pack "The Role of the Management Committee as Employers" has also been adopted. The Board of Trustees meets at least six times per annum.

Eighteen members are employed by HCDN as follows:

- Nursery Manager – responsible for the overall day-to-day management of the charity. Reports directly to the Management Committee.
- One Deputy – responsible for line management of childcare staff and leading on the curriculum and Special Needs. As well as the Operational & Communication Deputy is responsible for providing mentoring and support for Apprentices and ensuring the Health & Safety within the premises maintained throughout.
- Three Team Leaders
- Seven childcare staff.
- Three assistants
- Finance Officer (part time)

- Administrative (part time).
- Two domestic staff (part time).

### **The educational programme/ Teaching & Learning**

This year, I will mention briefly some of the areas of the curriculum that we delivered as it was a broad and balanced curriculum rooted in the Early Years Foundation Stage (EYFS), with a strong emphasis on child led exploration and meaningful, hands-on learning experiences. Across all age groups, but particularly within our preschool group, children demonstrated strong engagement and progression in all areas of learning, especially in Understanding the World, Communication and Language, Expressive Arts and Design & Math.

One of the most impactful projects this year was themed around "Insects and Growth", which provided an exciting and multilayered learning journey. Children engaged deeply in exploring the natural world and life cycles through direct, real-life experiences. They observed the hatching of chicks and followed the life cycle of butterflies, witnessing the transformation from caterpillars to butterflies. These experiences promoted inquiry-based learning and sparked sustained curiosity and discussion.

Building on this interest, children took part in planting and growing activities, cultivating tomatoes, cucumbers, herbs and sunflowers. They cared for the plants daily, observed changes, and made predictions, which enhanced their understanding of growth, time, and responsibility.

As part of the extension of this topic, practitioners supported the children in creating a small pond area within the outdoor environment. Algae was introduced, and the children observed small creatures beginning to emerge. They initially believed they were tadpoles, but with guidance and exploration, they discovered they were in fact mosquito larvae, leading to further discussions about insect life cycles and habitats. This naturally supported learning in areas such as observation, classification, vocabulary development, and respect for living things.

Another exciting strand of this project involved learning about bees and wasps, including the roles of the worker bee, drone, and queen bee, and how these insects contribute to our environment. The children explored their habitats, pollination, and how hives are structured. Inspired by this, they worked collaboratively to create 3D models of beehives, using a range of recycled and creative materials. This activity blended scientific learning with artistic expression, as children designed, built, and proudly displayed their models within the setting.

This topic exemplified how following children's interests can lead to rich, interdisciplinary learning that supports the Characteristics of Effective Learning including playing and exploring, active learning, and creating and thinking critically.

This year we have been highly successful in working closely with children with Special Educational Needs (SEND), ensuring that each child receives the individual support they need to thrive. Through consistent collaboration with families, key professionals, and specialist services, we have created inclusive learning environments that reflect each child's strengths and interests. As a result, our children with SEND have made meaningful progress in their communication, social interaction, independence, and engagement in learning. We are proud of the positive relationships we have built, the targeted strategies we have implemented, and the visible growth the children have shown throughout the year.

Finally, we would like to extend our heartfelt thanks to our wonderful team, our supportive families, and our dedicated committee. Your commitment, collaboration, and care have made this year a great success. We deeply appreciate everything you do for our nursery and for the children.

**STAFF TRAINING:**

- See attached Appendix 1

**Financial Results**

HCDN received most of its funding from fees charged to parents. This income is devoted to core funding and is sufficient to cover the overheads and administration costs of the nursery.

The Income and Expenditure Accounts disclose incoming resources for the financial year of £658,755 and outgoings of £664,784. Our reserves as of 31<sup>st</sup> March 2025 stand as follows: Restricted Funds £Nil and Unrestricted Funds £715,916, of which £283,000 has been designated as noted below.

**Reserves Policy**

The Trustees of HCDN consider that accumulating reserve funds to enable the organisation to cope with specific unforeseen events, contingencies and opportunities is an essential part of carrying out their duties in the overall management of the nursery's affairs.

**The Designated Reserve:**

Contingency reserve is intended to enable the nursery to cope with the unforeseen and contains sufficient funds to cope with a worst-case scenario i.e., a sudden cessation of all funding or another move of premises, which is

expected in 2025. In this circumstance the fund should be large enough to enable:

- the nursery to continue to operate for a period of 3 months, this being a reasonable period to complete on-going work and make arrangements for winding down. £105,000 has been set aside for this eventuality.
- To cover any costs involved in winding down, e.g., legal fees (£26,000) and redundancy costs (£58,000).
- At the discretion of the Trustees, to enable the Nursery to continue operating where there is a temporary or partial cessation of funding.
- The nursery to comply with employment law and provide for maternity/paternity pay and unforeseen staffing situations when we need to temporarily cover the replacement of key workers (£26,000).
- Refurbishment of essential nursery equipment as well as expenditure related to the move to the temporary new premises. (£52,000).
- Coverage of 3% of workplace pensions, taking account of additional staff employed for new building. (£16,000).

### **Tangible Fixed Assets for use by the Charity**

HCDN has no fixed assets in the form of property.

### **Risk Management**

HCDN undertook a full risk assessment in 2019-2020. The existing reserves policy is designed to ensure that HCDN can continue in an emergency. As far as projects are concerned the risks are outlined in monitoring and evaluation plans for each of the projects, which has been submitted to donors. The projects are also subject to individual and ongoing agreements between HCDN and project partners.

### **Trustees**

The full list of members below reflects this:

Pat Bunche (Director / Chair)  
Richard Barnett - Treasurer/Secretary  
Charlotte Dubois  
Ivana Jovanovic  
Ciara Solmi  
Mark Gilleran  
Hanna McCloskey  
Jessica Morra

### **Statement of Trustees' Responsibilities**

Company Law requires the Management Committee to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the company and of the surplus or deficit of the company for that period.

In preparing those financial statements, the Management Committee is required to:

- select suitable accounting policies and then apply them consistently.
- make judgements and estimates that are reasonable and prudent.
- state whether applicable accounting standards and statements of recommended practice have been followed subject to any departures disclosed and explained in the financial statements; and
- Prepare the financial statements on a going concern basis unless it is inappropriate to assume that the 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 company and to enable them to ensure that the financial statements comply with the Companies Act 2006.

**The Trustees are also responsible for safeguarding the assets of the company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.**

### **Relationship with Funders**

No trustee has any relationship with any of the main funders except as a Trustee of HCDN.

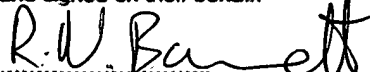
### **Volunteers**

HCDN uses volunteers whenever necessary. They are always supervised, and references and enhanced DBS checks are taken up.

### **Independent Examiners**

The Independent Examiners, Brookfield & Co were appointed at the Management Committee Meeting on 15<sup>th</sup> July 2024 to carry out this audit.

The Report was approved by the Board of Trustees on 15<sup>th</sup> December 2025 and signed on their behalf.

  
Richard Barnett  
Director



**Harmony Community Day Nursery  
Independent Examiners' report  
to the shareholders of Harmony Community Day Nursery**

We report on the financial statements for the year ended 31 March 2025 which are set out on pages 8 to 13 which have been prepared on the basis of the accounting policies on page 10.

**Respective responsibilities of the Board of Directors and Independent Examiner**

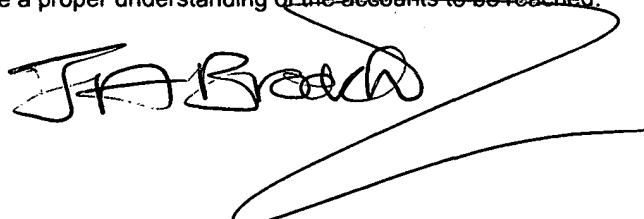
The Board of Directors is responsible for the preparation of the financial statements. It is our responsibility to form an independent opinion, based on our work, on those statements and to report our opinion to you.

**Basis of Independent Examiner's Report**

An examination includes a review of the accounting records kept by the Company and a comparison of the accounts presented with those records. It also includes consideration of any unusual items or disclosures in the accounts, seeking explanations from the Board of Directors concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in an audit and consequently we do not express an audit opinion on the view given by these accounts.

**Independent Examiners Statement**

In connection with our examination, no matter has come to our attention which gives us a reasonable cause to believe that in any material aspects the requirements to keep the accounting records in accordance with the Companies Act 2006 and to prepare accounts which accord with the accounting records and to comply with the accounting requirements of the Act have not been met or to which, in our opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached.

  
12/1/26

J A Brookfield  
(Senior Statutory Auditor)  
for and on behalf of  
Brookfield & Co  
Accountants and Statutory Auditors

**Harmony Community Day Nursery  
Statement of Financial Activities  
for the year ended 31 March 2025**

		<b>Restricted Funds</b>	<b>Unrestricted Funds</b>	<b>Total Funds</b>	<b>Total Funds</b>
	<b>Notes</b>	<b>2025 £</b>	<b>2025 £</b>	<b>2025 £</b>	<b>2024 £</b>
<b>Incoming resources</b>					
<i>Incoming resources from generated funds:</i>					
Nursery Fees		-	639,044	639,044	447,649
Voluntary Income - Grants and donations	3	4,600	7,179	11,779	15,550
Other Income		-	-	-	15,722
Investment income		-	7,932	7,932	9,728
<b>Total Incoming Resources</b>		<b>4,600</b>	<b>654,155</b>	<b>658,755</b>	<b>488,649</b>
<b>Resources expended</b>					
Charitable activities		4,600	657,944	662,544	529,690
Governance		-	2,240	2,240	2,120
<b>Total resources expended</b>	4	<b>4,600</b>	<b>660,184</b>	<b>664,784</b>	<b>531,810</b>
Net incoming resources expended for the Year		-	(6,029)	(6,029)	(43,161)
Transfers between funds		-	-	-	-
Funds brought forward		-	721,945	721,945	765,106
<b>Total Funds carried forward</b>		<b>-</b>	<b>715,916</b>	<b>715,916</b>	<b>721,945</b>

All of the above results derive from continuing charitable grants and activities and there were no recognised gains or losses other than the above results

The notes on pages 10 to 13 form part of these accounts.

**Harmony Community Day Nursery  
Balance Sheet  
as at 31 March 2025**

	Notes	2025 £	2024 £
<b>Current assets</b>			
Debtors	6	19,868	78,820
Investments held as current assets		-	-
Cash at bank and in hand		712,396	662,318
		732,264	741,138
<b>Creditors: amounts falling due within one year</b>	7	(16,348)	(19,193)
<b>Net current assets</b>		715,916	721,945
<b>Net assets</b>		<u>715,916</u>	<u>721,945</u>
<b>Funds of the Charity</b>			
Restricted Funds	9	-	257
General Funds	9	715,916	721,945
<b>Total Funds</b>	9	<u>715,916</u>	<u>721,945</u>

The notes on pages 10 to 13 form part of these accounts

The directors are satisfied that the company is entitled to exemption from the requirement to obtain an audit under section 477 of the Companies Act 2006.

Members have not required the company to obtain an audit in accordance with section 476 of the Act.

The directors acknowledge their responsibilities for

complying with the requirements of the Companies Act 2006 with respect to accounting records and the preparation of accounts.

The accounts have been prepared in accordance with the provisions in Part 15 of the Companies

Richard Barnett  
Director

*R. D. Barnett*

Approved by the board on 8 December 2025

**1. Basis of accounting and accounting policies**

**a) Accounting Conventions**

The financial statements have been prepared under the historical cost convention, in accordance with the Statement of Recommended Practice "Accounting and Reporting by Charities" (SORP) and the Companies Act 2006 and in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102) effective 1 January 2015. The company constitutes a public benefit entity as defined by FRS 102.

There has been no change to the accounting policies (valuation rules and methods of accounting) since last year.

**b) Incoming resources**

Incoming resources are included in the SOFA when the charity becomes entitled to the resources, the Trustees are virtually certain they will receive the resources and the monetary value can be measured with sufficient certainty. Where incoming resources have related expenditure (as with fundraising for contract income), the incoming resources and related expenditure are stated gross in the SOFA. Grants and donations are only included in the SOFA when the charity has unconditional entitlement to the funds. The value of any volunteer help received is not included in the accounts, but is described in the Trustee's annual report. Investment income is included when receivable.

**c) Resources Expended**

Liabilities are recognised as soon as there is a legal or constructive obligation committing the charity to pay out resources. Resources expended include attributable VAT which cannot be recovered. Governance costs include costs on the preparation and examination of statutory accounts, the costs of Trustee meetings and costs of any legal advice to the Trustees on governance or constitutional matters. Support costs include central functions and have been allocated to activity cost categories on a basis consistent with the use of the resources e.g. Staff costs by the time spent and other costs by their usage.

**d) Restricted and Unrestricted Funds**

The accounts distinguish between restricted and unrestricted funds. Restricted funds are received from donors and are subject to restrictions on the purposes for which they may be used. Unrestricted funds are those where there are no externally imposed restrictions and are available for use at the discretion of the Trustees in furtherance of the general objectives of the charity.

**e) Debtors**

Trade and other debtors are recognised at the settlement amount due after any trade discount offered. Prepayments are valued at the amount prepaid after taking account of any trade discounts due.

**f) Cash at bank and in hand**

Cash at bank and in hand includes cash and short term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

**g) Creditors and provisions**

Creditors and provisions are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

**h) Pensions**

Contributions to employee pension schemes are in line with government legislation.

**i) Legal status of the Trust**

The trust is a company limited by guarantee and has no share capital. The liability of each member in the event of winding up is limited to £1.

**Harmony Community Day Nursery**  
**Notes to the Accounts**  
**for the year ended 31 March 2025**

	2025 £	2024 £
<b>2 Net Income for the year is stated after charging:</b>		
Independent Examiners' Remuneration - Brookfield & Co	2,240	2,300

**3 Voluntary Income - Grants and donations**

	Restricted £	Unrestricted £	2025 £	2024 £
Best Practice Network	4,200	-	4,200	-
Enjoy Benefits Grant	400	-	400	1,800
SEN support	-	7,179	7,179	13,750
	<u>4,600</u>	<u>7,179</u>	<u>11,779</u>	<u>15,550</u>

**4 Resources Expended**

	Restricted Funds	Unrestricted Funds	2025 £ Total	2024 £ Total
<b>Charitable Expenditure</b>				
Equipment renewals	400	10,485	10,885	3,711
Food and consumables	-	48,037	48,037	48,489
Staff Costs including payroll taxes and staff cover	4,200	586,683	590,883	458,004
Activities, outings and other direct expenses	-	642	642	858
Publicity and recruitment	-	545	545	421
Training and other staff costs	-	-	-	1,431
Premises expenses	-	1,775	1,775	10,305
Repairs and Refurbishment costs	-	1,073	1,073	1,341
Communications	-	6,583	6,583	559
Insurance	-	1,238	1,238	1,139
Consultancy fees	-	791	791	2,974
Bank Charges	-	92	92	124
<b>Governance Costs</b>				
Independent Examination and accountancy	-	2,240	2,240	2,300
AGM Costs	-	-	-	154
	<u>4,600</u>	<u>660,184</u>	<u>664,784</u>	<u>531,810</u>

**5 Employees**

	2025 £ Total	2024 £ Total
Staff costs were as follow;		
Salaries and other staff costs	552,615	425,791
Social security Costs	38,268	32,213
	<u>590,883</u>	<u>458,004</u>
The average number of staff during the year were as follows;		
Full time	12	12
Part time	6	6

**6 Debtors**

	2025 £	2024 £
Fees receivable	14,868	78,820
Other debtors and prepayments	5,000	-
	<u>19,868</u>	<u>78,820</u>

**7 Creditors: amounts falling due within one year**

	2025 £	2024 £
Trade creditors	2,222	4,800
Other accruals and deferred income	6,040	4,410
Other taxes and social security costs	8,086	9,983
	<u>16,348</u>	<u>19,193</u>

**8 Analysis of net assets between funds**

	Restricted Funds £	Unrestricted Funds £	Total Funds Funds £
Tangible fixed assets	-	-	-
Current Assets	-	732,264	732,264
Current Liabilities	-	(16,348)	(16,348)
	<u>-</u>	<u>715,916</u>	<u>715,916</u>

**Harmony Community Day Nursery**  
**Notes to the Accounts**  
**for the year ended 31 March 2025**

**9 Analysis of net assets between funds**

	At 1/4/24	Incoming Resources	Outgoing Resources	Transfers	At 31/3/25
<b>Restricted Funds:</b>					
Enjoy Benefits Grant	-	400	(400)		-
Best Practice Network	-	4,200	(4,200)		-
	-				
<b>Total Restricted Funds</b>	-	4,600	(4,600)	-	-
<b>Unrestricted Funds:</b>					
<b>Designated Contingency Funds</b>					
Provisions re potential loss of funding					
3 months operation costs	100,000	-	-	5,000	105,000
Legal fees	25,000	-	-	1,000	26,000
Redundancy costs	55,000	-	-	3,000	58,000
Employment Obligations	25,000	-	-	1,000	26,000
Workplace Pensions	15,000	-	-	1,000	16,000
Reburbishing Nursery Equipment	50,000	-	-	2,000	52,000
	270,000	-	-	13,000	283,000
<b>General Funds</b>	451,945	654,155	(660,184)	(13,000)	432,916
<b>Total Unrestricted Funds</b>	721,945	654,155	(660,184)	-	715,916
<b>Total Funds</b>	721,945	658,755	(664,784)	-	715,916

**Restricted Funds:**  
**Enjoy Benefits Grant**  
 Funding towards resources and activities for qualifying children  
**Best Practice Network**  
 Funding towards staff costs for Special Educational needs

**10 Related party transactions and trustees' remuneration**

**Trustees' Remuneration**

Trustees received no remuneration in respect of their services as Trustees (2024 £nil). Travel expenses of £Nil were paid in the period (2024 £Nil).

**Related Party Transactions**

No Trustees or other person related to the charity had any personal interest in any contract or transaction entered into by the charity (2024 None)