



'where it's fun to learn'

ANNUAL REPORT 2022/2023

110 Union Road, SW8 2SH

Charity Number 1094416

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Report from Trustees and Chair of the Management Committee

The past year has been another busy time; more of a settled year 'post-pandemic', but plenty to keep staff and trustees active as we hold always, to improve the quality of provision for our children and families living in the locality.

Since the Covid-19 pandemic, providers on the Early Years Register are inspected at least once within a 6-year window; previously three years. Our last inspection was in May 2019 therefore we expect that it will not be too long before another. We continue to pay due care and attention to all recommendations set by OFSTED and, under Sharon as manager of the nursery, the nursery continues to run efficiently and with excellent standards of care and provision.

During 2022 there were issues to be resolved concerning a Respiratory Clinic set up under the jurisdiction of Springfield Medical Practice, on the first floor. Negotiations were needed to secure safe access to children and families to the Nursery and it took weeks of communication within the Centre, to fully understand our concerns regarding health and safety; And some time to reassure staff and parents of the 'non-risk' to health. Issues were addressed and understood, but this situation took its toll and particular thanks to Sharon who largely managed this.

Since the pandemic, our numbers have gradually increased. There are currently no vacancies in the two and three year old rooms but this is expected to change around July/August. The baby room is operating at almost full capacity daily, with only immediate spaces available for babies over 18 months.

Acknowledgements

- Centre Management - 110 Union Road
- DP Associates Accountants
- Jenny Griffiths & Lynn Andrews- Lambeth Early Years Education and Improvement team

**Children are at the heart
of what we do**



Thank you for attending our AGM!

**Please stay for a chat
over refreshments.**

Management Committee

Penny Rose-Casemore
Kirsty Kissell
Yvonne Kiima
Shaimaa Mansour
Tatia Julakiadze
Mina Mileva

Nursery staff

Sharon Davids Donaldson	Nursery Coordinator
Jackaline Davids	Deputy Coordinator
Shano Sajjad	Third in charge
Kareen Forrester	Third in charge/Room Leader
Arosh Hassan	Room Leader
Deserine Morrison	Room Leader
Gina Wildman	Room Leader
Sharon Robinson	Nursery Assistant (Caterpillars)
Chaldelia Choloply	Finance & Admin. Coordinator

Support staff

Nichaela Davids	Cook
Chanel Rodrigues	Nursery Officer (Ladybirds)
Iyetunde Ogunlana	Nursery Officer (Caterpillars)
Audrey (Nikki) Ogunbiyi	Nursery Assistant (Bumblebees)
Natalie Lindo	Lunch-time Assistant (maternity)
Terri Constantine	Lunch-time Assistant

Apprentices

Kayla Alvis	Caterpillars
Son Senge Joan	Ladybirds

More families require part-time places and this is partly due to working from home or in part-time jobs. The main way that families find their way to the nursery is either through recommendation from others, or through visiting our website - which has been updated and vastly improved over the past year; many thanks to Chaldelia and those on the Management Committee who have worked on this. I know that the more attractive and user-friendly website is of benefit to the nursery. The recent 'Open day' in April resulted in new families joining and the next Open day is scheduled for August.

There have been one or two changes in staff during the year, but it is noticeable again, that many staff members have worked with UGCN for many years and it is this stability which brings trust and an openness to families and friends. Parents continue to collect children at the main door.

The staff team have continued to be magnificent in their commitment and attention to detail including the need to clean equipment and spaces thoroughly during the day and at the end of the working day.

As last year, there has been an on-going focus on improving the standards of record-keeping and good practice and regular staff meetings and supervision are offered. There have been a number of training days/sessions for staff, both on-line and in person. We continue to encourage every staff member to move on to the next level of training as a matter of course.

During the year the management committee received quarterly financial reports and monthly staff reports with weekly updates on staff attendance/sickness and children attending. Management meetings have taken place on Zoom during the year. We have found that this is the most convenient way to meet. My thanks to trustees who offer their time and skill-sets not only in meetings but also between meetings.

Nursery fees were increased in January 2023, as they are every year. Staff salary increases were agreed from May 2023. Thank-you to everyone: staff, children and their families, friends of the nursery and management committee members for hard work, commitment, dedication and sense of humour over the past year.

Penny Rose-Casemore
Trustee and Chair of Management Committee



Parents and Carers

I would like to take this opportunity to thank all parents and carers for placing their children in our care and who continue to recommend us to their family and friends. You have supported us by donating various resources, sharing ideas and taking a real interest in the nursery by serving on the management committee. We look forward to another year of working in partnership with you. Please make use of our open day policy and provide feedback on how to further improve the service that we provide in our local community and beyond.

Management Committee

A big thank you to our management committee chair Penny, and other nursery committee members and Dave the accountant who all meet regularly to discuss nursery business to enhance the service we provide. Mina and Tatia have been particularly instrumental in developing our marketing strategy which has seen a revived website, google business reviews and new outdoor signboard. Kirsty, Yvonne and Shaimaa, whose children left the nursery years ago, have continued to serve on the committee.

Staff Team

A very warm thank you to our dedicated and attentive staff team for embracing reflective practice, especially those that have worked here for many years. For their ideas, skills, strengths and committed approach to 'play' for learning and development.

Sharon Davids-Donaldson
Nursery Coordinator



staff feels valued, listened to and is accessing the relevant training to enhance their ongoing continuing professional development that benefits and supports children's learning and development. This is further supported by short courses via National Day Nurseries Association (NDNA), Early Years Alliance (EYA) and Lambeth Schools Service. Training undertaken over the year have included Food and Hygiene Level 2, Understanding and Responding to Childrens Behaviour in Early years, Enabling Boys to Learn and Achieve, Early Years Healthy Bladders and Bowels, Child Protection Advance and The Prevent Duty in an Early Years Environment. Monthly staff meetings continue to take place in the evenings after nursery hours to discuss nursery practice and procedures to ensure overall improvements.

Student placements/work experience

The nursery continues to work in partnership with local secondary schools and colleges to support students on work experience or block placements. Over the past year, we have offered short work placements to students from the following secondary schools and colleges: La Retraite, Lambeth Academy, Westminster and Kingsway College and South Thames College. We also offer apprenticeship schemes and currently have students from Apprenticeship Connect and Swift Childcare. I was honoured to receive the Manager of the Year 2023 Award from Apprenticeship Connect for outstanding commitment and dedication to delivering quality training and support for apprentices. This came as a complete surprise, none the less this award would not have been possible without the support from the entire staff team. Apprenticeship Connect is a leading apprenticeship training provider and recruitment company committed to delivering professional training courses to individuals throughout England.

OUR NURSERY ROOMS

Caterpillar Room (3-24 months)

The Caterpillar Room is led by Kareen. The daily communication diary, via Kinderly, informs parents of children's activities throughout the day, alongside the focus activity observations. The open plan room, with a cosy area and a baby gym, supports physical development and offers a calm, homely, fun and loving environment. The children continue to enjoy heuristic and treasure basket play, outdoor play, listening walks and weekly visits to Oasis Nature Garden. They also participate in sensory exploration with sand, water, edible paints, imaginative play, weekly cooking and dance and movement sessions. Kareen says 'children are like a fountain of joy; I can never get enough of their lovely innocent personalities and truthfulness'.

Ladybird Room (24 – 36 months)

The Ladybird Room is led by Deserine. We encourage and provide daily opportunities for children to have fun expressing themselves and developing their fine motor skills along the way. The children continue to participate and enjoy their weekly football sessions with Futsalelite football club. They enjoy the role play area and the large play equipment in the nursery garden. They take part in daily circle time sessions which include storytelling, learning about numbers, letters, nursery rhymes and activities that help support their communication and language development. The children take part in activities that widen their knowledge on independence, self-care, messy and creative activities. Deserine and Chanel 'enjoy seeing children progress to their ability of learning.'



Bumblebee Room (36 months+)

The Bumblebee Room is led by Shano and Gina. The children participate and enjoy weekly football and ballet sessions. The open plan room provides a structured environment to support progress and development for starting primary school. Our preschool room is set up with various areas of continuous provision that support the areas of learning in the EYFS, allowing skills and abilities to be consolidated through play.

We plan our environment from the child's interest but also skilfully add inviting provocations that have the intention of either teaching new things, consolidating current knowledge or skills or next stepping a child's learning to progress further. Each day our children are engaged in small group times that are planned by key persons to meet the needs of the children, differentiating the learning intention as necessary. Our children play outside daily and can choose whether they want to be indoors or outdoors throughout the morning and afternoon sessions.

Few pre-schoolers are eligible for extra funding in the form of Early Years Pupil Premium (EYPP). This is used by the nursery to provide further specific resources and learning opportunities for these children based on their specific needs. At present our EYPP children are engaged in a specific group time with 'Literacy' as its main aim in ensuring children make steady progress to become confident readers and writers once in school. This is all documented in their weekend news book and shows the children's week to week progress, all based around what they did with their families over the weekend. Nikki says 'children are vulnerable, yet so brave, because they are risk takers.'

Nursery Manager's Report

Once again it has been a busy and exciting year as we continue to build on the hard work of the previous years and strive to become an outstanding provision. Our intake of new children is steadily increasing with mainly existing and former parents recommending the nursery to family and friends. The nursery continues to serve the local and wider community with some parents who work locally but live further afield or returning parents who live further afield but happy to travel the distance to use our service.

We continue to support children who have been affected by the pandemic, for example, with delayed communication or social skills and we continue to strive to narrow the gap in regard to when they start reception class. I commend the diligent and flexible staff team who continue to care for each child throughout these times of change. The staff team are incredible in promoting the nursery ethos "where it's fun to learn" which ensures that we put children first. Working as a whole staff team is essential to giving the best start to your child. This year we have enhanced our outdoor play spaces with Community Playthings equipment that the children enjoy using. The children have continued throughout the year to celebrate Easter, Mother's Day, Eid-Al-Adha, Divali, Father's Day, Christmas, Black History Month, Chinese New Year, World Book Day and St Patrick's Day.

Staffing

The turnover of our staff continues to be low, and we welcome this trend since stability of staff is paramount to the care and development of children. I continue to carry out supervision to ensure that each member of

**UNION GROVE COMMUNITY NURSERY
DIRECTOR'S REPORT AND
UNAUDITED FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2022**

DP Associates (Accountancy) Limited
Unit B Long Barn
Ashwell Park
Ilminster
Somerset
TA19 9DX

**Union Grove Community Nursery
Director's Report and Unaudited Financial Statements
For The Year Ended 31 December 2022**

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**Union Grove Community Nursery
Company Information
For The Year Ended 31 December 2022**

Director	Ms Penny Rose-Casemore
Company Number	04081149
Registered Office	110 Union Road First Floor London SW8 2SH
Business	110 Union Road First Floor London SW8 2SH
Accountants	DP Associates (Accountancy) Limited Unit B Long Barn Ashwell Park Ilminster Somerset TA19 9DX

Union Grove Community Nursery
Company No. 04081149
Director's Report For The Year Ended 31 December 2022

The director presents her report and the financial statements for the year ended 31 December 2022.

Statement of Director's Responsibilities

The director is responsible for preparing the Director's Report and the financial statements in accordance with applicable law and regulations. Company law requires the director to prepare financial statements for each financial year. Under that law the director has elected to prepare the financial statements in accordance with United Kingdom Generally Accepted Accounting Practice (United Kingdom Accounting Standards and applicable law). Under company law the director must not approve the financial statements unless they are satisfied that they 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 the financial statements the director is required to:

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

The director is responsible for keeping adequate accounting records that are sufficient to show and explain the company's transactions and disclose with reasonable accuracy at any time the financial position of the company and enable them to ensure that the financial statements comply with the Companies Act 2006. She is 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.

Directors

The director who held office during the year were as follows:

Ms Penny Rose-Casemore

Small Company Rules

This report has been prepared in accordance with the special provisions relating to companies subject to the small companies regime within Part 15 of the Companies Act 2006.

On behalf of the board



Ms Penny Rose-Casemore

Director

19/06/2023

**Union Grove Community Nursery
Accountants' Report
For The Year Ended 31 December 2022**

In accordance with the engagement letter dated , and in order to assist you to fulfil your duties under the Companies Act 2006, we have compiled the financial statements of the company from the accounting records and information and explanations you have given to us.

This report is made to the director in accordance with the terms of our engagement. Our work has been undertaken to prepare for approval by the director the financial statements that we have been engaged to compile, to report to the director that we have done so, and to state those matters that we have agreed to state to them in this 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 Company and the Company's director for our work or for this report.

You have acknowledged on the balance sheet as at year ended 31 December 2022 your duty to ensure that the company has kept proper accounting records and to prepare financial statements that give a true and fair view under the Companies Act 2006. You consider that the company is exempt from the statutory requirement for an audit for the year.

We have not been instructed to carry out an audit of the financial statements. For this reason, we have not verified the accuracy or completeness of the accounting records or information and explanations you have given to us and we do not, therefore, express any opinion on the financial statements.

Signed

19/06/2023

DP Associates (Accountancy) Limited
Unit B Long Barn
Ashwell Park
Ilminster
Somerset
TA19 9DX

**Union Grove Community Nursery
Income and Expenditure Account
For The Year Ended 31 December 2022**

	Notes	2022 £	2021 £
TURNOVER		394,994	312,426
Cost of sales		(291,029)	(232,325)
GROSS SURPLUS		103,965	80,101
Distribution costs		-	(754)
Administrative expenses		(78,003)	(53,732)
Other operating income		-	1,708
OPERATING SURPLUS AND SURPLUS FOR THE FINANCIAL YEAR		25,962	27,323

The notes on pages 6 to 7 form part of these financial statements.

Union Grove Community Nursery
Balance Sheet
As at 31 December 2022

		2022		2021	
	Notes	£	£	£	£
FIXED ASSETS					
Intangible Assets	3		9,537		15,893
			<u>9,537</u>		<u>15,893</u>
CURRENT ASSETS					
Debtors	4	2,155		349	
Cash at bank and in hand		327,751		279,949	
		<u>329,906</u>		<u>280,298</u>	
Creditors: Amounts Falling Due Within One Year	5	(17,290)		-	
NET CURRENT ASSETS (LIABILITIES)			<u>312,616</u>		<u>280,298</u>
TOTAL ASSETS LESS CURRENT LIABILITIES			<u>322,153</u>		<u>296,191</u>
NET ASSETS			<u>322,153</u>		<u>296,191</u>
Income and Expenditure Account			<u>322,153</u>		<u>296,191</u>
MEMBERS' FUNDS			<u>322,153</u>		<u>296,191</u>

For the year ending 31 December 2022 the company was entitled to exemption from audit under section 477 of the Companies Act 2006 relating to small companies.

The member has not required the company to obtain an audit in accordance with section 476 of the Companies Act 2006.

The director acknowledges her responsibilities for complying with the requirements of the Act with respect to accounting records and the preparation of accounts.

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

On behalf of the board



Ms Penny Rose-Casemore

Director

19/06/2023

The notes on pages 6 to 7 form part of these financial statements.

**Union Grove Community Nursery
Notes to the Financial Statements
For The Year Ended 31 December 2022**

1. Accounting Policies

1.1. Basis of Preparation of Financial Statements

The financial statements have been prepared under the historical cost convention and in accordance with Financial Reporting Standard 102 section 1A Small Entities "The Financial Reporting Standard applicable in the UK and Republic of Ireland" and the Companies Act 2006

1.2. Turnover

Turnover is measured at the fair value of the consideration received or receivable, net of discounts and value added taxes. Turnover includes revenue earned from the sale of goods and from the rendering of services. Turnover is reduced for estimated customer returns, rebates and other similar allowances.

Sale of goods

Turnover from the sale of goods is recognised when the significant risks and rewards of ownership of the goods has transferred to the buyer. This is usually at the point that the customer has signed for the delivery of the goods.

Rendering of services

Turnover from the rendering of services is recognised by reference to the stage of completion of the contract. The stage of completion of a contract is measured by comparing the costs incurred for work performed to date to the total estimated contract costs. Turnover is only recognised to the extent of recoverable expenses when the outcome of a contract cannot be estimated reliably.

1.3. Intangible Fixed Assets and Amortisation - Goodwill

Goodwill is the difference between amounts paid on the acquisition of a business and the fair value of the separable net assets. It is amortised to income and expenditure account over its estimated economic life of years.

1.4. Government Grant

Government grants are recognised in the income and expenditure account in an appropriate manner that matches them with the expenditure towards which they are intended to contribute.

Grants for immediate financial support or to cover costs already incurred are recognised immediately in the income and expenditure account. Grants towards general activities of the entity over a specific period are recognised in the income and expenditure account over that period.

Grants towards fixed assets are recognised over the expected useful lives of the related assets and are treated as deferred income and released to the income and expenditure account over the useful life of the asset concerned.

All grants in the income and expenditure account are recognised when all conditions for receipt have been complied with.

2. Average Number of Employees

Average number of employees, including directors, during the year was as follows: 15 (2021: 15)

3. Intangible Assets

	Goodwill
	£
Cost	
As at 1 January 2022	63,563
As at 31 December 2022	<u>63,563</u>
Amortisation	
As at 1 January 2022	47,670
Provided during the period	6,356
As at 31 December 2022	<u>54,026</u>
Net Book Value	
As at 31 December 2022	<u>9,537</u>
As at 1 January 2022	<u>15,893</u>

Union Grove Community Nursery
Notes to the Financial Statements (continued)
For The Year Ended 31 December 2022

4. Debtors

	2022	2021
	£	£
Due within one year		
Trade debtors	2,155	349
	<u>2,155</u>	<u>349</u>

5. Creditors: Amounts Falling Due Within One Year

	2022	2021
	£	£
Trade creditors	17,290	-
	<u>17,290</u>	<u>-</u>

6. Company limited by guarantee

The company is limited by guarantee and has no share capital.

Every member of the company undertakes to contribute to the assets of the company, in the event of a winding up, such an amount as may be required not exceeding £1.

7. General Information

Union Grove Community Nursery is a private company, limited by guarantee, incorporated in England & Wales, registered number 04081149. The registered office is 110 Union Road, First Floor, London, SW8 2SH.

**Union Grove Community Nursery
Detailed Income and Expenditure Account
For The Year Ended 31 December 2022**

	2022		2021	
	£	£	£	£
TURNOVER				
Fee income		219,016		207,440
Grant income		175,758		104,986
Other trading income		220		-
		<u>394,994</u>		<u>312,426</u>
COST OF SALES				
Classroom supplies (Cost of sales)	14,089		8,913	
Agency staff (Cost of sales)	819		577	
Wages and salaries	272,810		222,835	
Computer software, IT consumables and maintenance	3,101		-	
Other direct costs	210		-	
	<u>291,029</u>		<u>(232,325)</u>	
GROSS SURPLUS		103,965		80,101
Distribution Costs				
Waste disposal	-		754	
	<u>-</u>		<u>754</u>	
		-		(754)
Administrative Expenses				
Staff training	1,124		780	
Staff welfare	364		-	
Protective clothing	36		-	
Rent and rates	6,313		1,796	
Service charges	34,276		28,708	
Light and heat	9,884		944	
Water rates	-		(610)	
Repairs and maintenance	4,028		132	
Premises insurance	-		1,279	
Other premises costs	252		776	
Hire and leasing of computer and other equipment	4,309		3,900	
Computer software, consumables and maintenance	-		238	
Printing, postage and stationery	189		164	
Telecommunications and data costs	2,135		2,804	
Website costs	925		377	
Legal fees	390		307	
Professional fees	5,400		5,448	
Subscriptions	1,521		197	
Bank charges	147		136	
Bad debts written off	354		-	
Amortisation	6,356		6,356	
	<u>78,003</u>		<u>(53,732)</u>	
		(78,003)		(53,732)

...CONTINUED

**Union Grove Community Nursery
Detailed Income and Expenditure Account (continued)
For The Year Ended 31 December 2022**

Other Operating Income

Government grant receipts - net

-

1,708

-

1,708

**OPERATING SURPLUS AND SURPLUS FOR THE FINANCIAL
YEAR**

25,962

27,323

19 June 2023

The Trustees
Union Grove Community Nursery
110 Union Road
First Floor
London
SW8 2SH

Dear Sirs,

Independent Examiner's report to the Trustees of Union Grove Community Nursery

I report on the accounts of the charity for the year ended 31 December 2022.

Respective responsibilities of Trustees and examiner.

The Trustees are responsible for the preparation of the accounts. They consider that an audit is not required for this year under section 144(2) of the Charities Act 2011 (the 2011 Act) and that an independent examination is needed. It is my responsibility:

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

Basis of Independent Examiner's report

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

Independent examiner's statement

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

- (1) which gives me reasonable cause to believe that in any material aspect the requirements to keep accounting records and to prepare accounts which are consistent with the methods and principles of the *Statement of Recommended Practice: Accounting and Reporting by Charities*, have not been met; or
- (2) to which, in my opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached.

Yours faithfully



David Popely
DP Associates, Accountants