

2023/2024

Dickory Dock Nursery Legal Information

Trustees

Caroline Hunt

Richard Gill

Robert Hunt

Jenna Dixon

Laura Gordon

Lyndsey Ledger

Company Secretary

Karly Jennings

Registered Charity number

1100027

Company Ltd by Guarantee number

04678193

Principal address

St Thomas Moore Church 58 Margetson Crescent Parson Cross

Sheffield

S5 9NB

Bank

Lloyds TSB

Firth Park Road Branch Sheffield

S6 4PB

Independent examiner

White Rose Accounting for Charities The Ghyll

Threapland

Aspatia

CA7 2EL

Chair & Treasurer

Dickory Dock Nursery Trustee report

The Trustees present their annual report and financial statements for the year ended 31 March 2024 which are also prepared to meet the requirements for a directors' report and accounts for Companies Act 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 Standards for Smaller Entities.

Structure, governance and management

Governing Document

The Charitable Company is governed by the Memorandum and Articles of Association incorporated 25 February 2003 and was entered on the Register of Charities effective from 2 July 2003.

The company has no share capital. The guarantee of each member is limited to £1.

Appointment of trustees

Under the requirements of the Memorandum and Articles of Association the trustees must retire and be reappointed at each annual general meeting of the company.

The trustees are authorised to appoint new members to fill vacancies arising through retirement or death of an existing member.

The trustees who served during the year are listed on page 2 on the report.

Trustee Induction and Training

New trustees are encouraged to attend short training sessions to familiarise themselves with the charity and the context within which it operates.

These cover:

The obligation of management committee members.

The main documents which set out the operational framework for the charity including the Memorandum and Articles.

Resourcing and the current financial position as set out in the latest published financial statements.

Future plans and objectives.

Risk management

The trustees actively review the major risks which the charity faces on a regular basis and believe that maintaining reserves at current levels, combined with an annual review of the controls over key financial

systems, will provide sufficient resources in the event of adverse conditions. The trustees have also examined other operational and business risks faced by the charity and confirm that they have established systems to mitigate the significant risks.

Organisational Structure

The Trustees meet at regular intervals during the year and are responsible for the strategic direction and policy of the charity.

A scheme of delegation is in place and day to day responsibility for the provision of the services rests with the manager.

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Dickory Dock Nursery Trustee report continued

Objective and Activities

The objects of the charity are to enhance the development and education of children primarily under

statutory school age by encouraging parents to understand and provide for the needs of their children through community groups and by;

Offering appropriate play facilities and training courses, together with the right of parents to take responsibility for and to become involved in the activities of such groups, ensuring that such groups offer opportunities for all children, regardless of race, culture religion or means.

Encouraging the study of the needs of such children and their families and promoting public interest in and recognition of such needs in the local areas.

Instigating and adhering to and furthering the aim of the Pre-School Learning Alliance.

Developments, activities and achievements

Currently we are Financially stable – This is due to the recent funding opportunities from the Local Authority regarding 30 Hour Extended care and the Free early years entitlement – This is Secure income due to it been from the Local Authority.

We have also recently employed apprentices – these are on a lower rate of pay – however still carry ratio.

Many more parents were accessing the extended 30 hours FEL this helped to fill places within rooms, but it meant that the income from the hours used was compromised by the reduced rate of FEL. However, the FEL and EYPP rates have increased moderately.

With the numbers being high we have needed to employ staff to care for the children, but we have also lost staff again due to the job demands and personal situations. Due to the current crisis on lack of qualified staff we did employ 4 new Apprentices to train up to level 3 qualified staff and to train / upskill whilst on the job. We had had staff who have been off on maternity leave which has meant SMP payments and cover needed.

The numbers are up to capacity within all rooms, a lot of parents are now returning to work or children and taking advantage of the new Role out of the government funding. We are looking to increase our prices from the end of April 24 increased our hourly rate to £8.50 per hour. But for this year we have stuck at £7.50 PH.

We had a price increase which has help to cover outgoings and salaries.

We have also asked from April 24 that ALL children make a consumable payment of £1.25 – this previously excluded the 0-2 year olds. .

Our website is still generating a high number of parents to our waiting lists and new occupancy levels for September. Our numbers for September 2024 are looking really good and up to full capacity, At this moment we have a Waiting list for ALL rooms due to the high demands especially children in receipt of Funding. We feel this is due to our OUTSTANDING Ofsted rating.

The expenditure was mainly higher due to staffing costs, cover replacement maternity staff and staff absences than last year.

Our employment of staffing level is now 21 members of staff within the setting. This does have an increased to our wages bill and we try to pay our staff above the national Living wage to show our Staff appreciation and value. We are also looking at our Company pension contributions for 2024/2025 and if a increase would be sustained.

We have also has back payments of our utility bills to the Church.
We had a gap of GAS, ELECTRIC AND WATER BILLS.

Within the setting we also have a high number of children who have Special educational needs, This has meant that we have been able to claim DAF funding and the early years inclusion funding. 2 of our children was successful with EHCPs (education health care plans) which again entailed some funding. This money in has been great to give support in to our children and really was shown within our reputations, thriving children and professional views.

Our greatest achievement this year would be sustaining our OFSTED grade which we achieved an Outstanding Grade, a great achievement for the setting and all down to the hard-working empathic staff who show cased their great skills and dedication to the children and the setting. The children have been supported by many professionals due to their high level of SEND needs this year with a high intake on SEND children again this has impacted the setting, with demands to meet individual needs at times pushed ratios to require one to one support we have reached out for additional funding to catered for these demands. We are also in the need of updating the setting with new equipment, resources and decorating as everything is showing its age and wear and tear this year has been at a high. We are completing funding bids and additional support to help support us for this.

We have also upskilled and trained 2 staff to complete level 3 and level 2 SENDCO qualifications.

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We aim to continue to look for funding opportunity for the setting, last year we had positive returns, this year many funding bids are being declined due to the reserves showing in our account, even when explained this is for reserves for the setting.

Also less people are giving as there too are finding a hit with the current financial crisis.

We are continuing the process of these funding opportunities as we require new toilet's and Astro turf in the plays areas, new equipment due to demanded, and resources to continue to make us strive for the outstanding setting we are.

We have since implemented a fantastic Rainbow room which is a sensory safe space for children. This is located within the centre of our setting for access for all.

We have also made modifications and redecoration of our nursery with warm calming earthy tones, more room divisions and safe spaces.

Alongside our individual professional development for all staff who continue to bring exciting new plans for the setting.

We value our long-standing hard-working staff so much and appreciate all their help and commitment they have shown the setting. We are looking at incentives to show this back to the staff with a day in lieu or something else we feel as a business we can offer and support.

For the Financial year for 2024/2025 we continue to strive for inclusive practice and continue to be the hub of the community, Offering new opportunities to all.

Karly Jennings Company Secretary