CLEETHORPES CHILDCARE

England & Wales · Charity number 1102007

Details

Other names	ANNIE CHAPPLE PRE SCHOOL HARDYS DEN, SIGNHILLS PRE SCHOOL
Status	Registered
Legal form	Charitable company
Company number	04899075
Registered	2004-02-10
Register	View on the Charity Commission register

Contact

Address	Redman Nichols Butler The Chapel Bridge Street Driffield YO25 6DA
Phone	01377257788
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Website	WWW.REDMANNICHOLASBUTLER.CO.UK

Activities

Objects: 3.1 OFFERING APPROPRIATE PLAY, EDUCATION AND CARE FACILITIES AND TRAINING COURSES, TOGETHER WITH THE RIGHT OF PARENTS TO TAKE RESPONSIBILITIES FOR AND TO BECOME INVOLVED IN THE ACTIVITIES OF SUCH GROUPS, ENSURING THAT SUCH GROUPS OFFER OPPORTUNITIES FOR AL CHILDREN WHATEVER THEIR RACE, CULTURE, RELIGION, MEANS OF ABILITY;3.2 ENCOURAGING THE STUDY OF THE NEEDS OF SUCH CHILDREN AND THEIR FAMILIES AND PROMOTION PUBLIC INTERESTING AND RECOGNITION OF SUCH NEEDS3.3 INSTIGATING AND ADHERING TO AND FURTHERING THE AIMS AND OBJECTS OF THE PRE-SCHOOL LEARNING ALLIANCE THEIR OWN BUSINESS, OR

Activities: Provides childcare & learning for children aged 3 months to 11 years of age.

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Classification

- **How:** Provides Services
- **What:** Education/training
- **Who:** Children/young People

Geography

- **Area of benefit:** NORTH EAST LINCOLNSHIRE
- North East Lincolnshire

Finances

Period end	Income	Expenditure	Assets	Employees
2024-08-31	£228,102	£236,733	-	-
2023-08-31	£275,881	£288,324	-	-
2022-08-31	£324,858	£324,564	-	-
2021-08-31	£293,198	£330,391	-	-
2020-08-31	£356,012	£350,688	-	-

Trustees

Name	Role	Appointed
Claire Wright		2024-03-28
Helen Barrett		2025-03-05
Lorna Pendred		2018-01-16

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CLEETHORPES CHILDCARE

England & Wales - Charity number 1102007

Accounts

REGISTERED COMPANY NUMBER: 04899075 (England and Wales)
REGISTERED CHARITY NUMBER: 1102007

REPORT OF THE TRUSTEES AND

UNAUDITED FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 AUGUST 2024

FOR

CLEETHORPES CHILDCARE

CLEETHORPES CHILDCARE

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FOR THE YEAR ENDED 31 AUGUST 2024

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REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31 AUGUST 2024

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 August 2024. 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).

OBJECTIVES AND ACTIVITIES

The Charitable Objectives of Cleethorpes Childcare are:

In accordance with the Aims of the adopted Memorandum and Articles of Association of the Pre-school Learning Alliance:
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, education and care 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 whatever their race, culture, religion, means or ability
- Encouraging the study of the needs of such children and their families and promoting public interest in and recognition of such needs
- Instigating and adhering to and furthering the aims of the Pre-school Learning Alliance

Activities:

The Work of the Executive Committee

The trustees confirm they have referred to the guidance contained in the Charity Commission's general guidance on public benefit when reviewing the charity's aims and objectives and in planning future activities.

The General Manager, alongside Childcare Managers, continue to report to the executive committee on a regular basis with many meetings now being held face to face with a fall back option of online meetings to allow trustees to meet their obligations alongside personal commitments.

Professional memberships & advisors

We continue to be fully paid up members of the Early Years Alliance (formerly Pre-school learning Alliance), a membership organisation offering online training and regular updates of information and advice relating to the Early Years Sector which supports the development of services within Cleethorpes Childcare. The General Manager continues to represent Cleethorpes Childcare as a trustee for the national Charity and was elected as Vice-Chair in March 2023.

HR service advice and support continues to be accessible through Beetenson & Gibbon Solicitors on an as-and-when basis which meets our requirements alongside the Lawcall advice service we continue to access through our Early Years Alliance membership.

Financial support is provided by Smethurst & Co LLP with independent examinations, advice relating to HMRC queries and submissions of appropriate reports to Charities Commission and Companies House, to ensure trustees meet legal obligations.

Fundraising and events

Fundraising and Events have been discussed within the main committee agenda. There have continued to be very limited opportunities for fundraising this year due to increasing financial and time pressures placed on families however, name cards have been filled in at end of term concerts where the audience includes wider family members as this reduces financial pressures on immediate family members. Easyfundraising continues to be a good source of income however small the 3 monthly payments may be, we need very little input to ask parents and carers to sign up to support us when they shop and it costs them nothing to participate.

We have been extremely fortunate this year in being able to create a natural garden play space for our pre-school children to access safely. We used the funding from Tesco/ Groundwork to instal a new gate and fence to secure and create a designated space alongside the current play area. Once the gate and fence had been installed, we had support from John at 'Big Red' to break through from the playground to the natural very overgrown space at the front of the school site. This area was extremely overgrown with trees and tall hedgerows however, a team of volunteers spent a couple of rainy and cold Sundays clearing and enhancing the area. With more input from volunteers and donations of bark, compost and raised beds from our local community, we created a wonderful natural and calming space where children can grow their own fruits and vegetables, explore bugs and discover new skills in nature with their friends. To celebrate the hard work and dedication of our volunteers we held a Garden Party where children and family members enjoyed activities and games to connect them with nature. A name card and a small raffle were also incorporated and generated funds which were immediately put towards new plants and resources to help the new garden space thrive.

OBJECTIVES AND ACTIVITIES

Fundraising and events (cont.)

A full parent welcome meeting was held at Signhills Pre-school in July where Trustees, Childcare Managers and administration staff promoted Cleethorpes Childcare and our childcare and education offer to families. A further individual meeting was arranged for parents and children in September for each child's keyperson to check paperwork and registrations, discuss any concerns and support settling the child into pre-school life. This supported new families and children with a smooth transition and reassured parents of our level of care and quality of education.

Public relations and marketing

In addition to individual showarounds and 'word of mouth', we also receive free advertising from Families First, an online service provided by North East Lincolnshire Council. Families First support families accessing funding entitlements, giving out a list of all registered providers within the authority. They also have a Facebook page and website for families to seek out appropriate provision for their child. This year, they have allowed individual providers to advertise vacancies for both children and staff, through their Facebook page to promote parental take up of childcare and support the Early Years recruitment issues. This has been accessed by Signhills Pre-school however, it has made very little difference as word of mouth and information shared through enquiries to Signhills Academies are the most beneficial in increasing admissions. Childcare Choices is a government website which we promote to parents as they work with HMRC to allow parents to claim financial support for childcare and claim their funding entitlements. Changes to Flexible Funding Entitlement have created some confusion for families as to their individual entitlements, start and end dates, re-claim dates and generally what seems like an over complicated system however we feel confident that our welcome meetings, open days and prospectus offer practical advice which alleviates some of the myths around childcare funding.

Signhills Infant Academy have continued to promote Hardys Den out of school club through a flyer which is incorporated into their admissions pack for parents. This year, both Infant and Junior Academies have also added us to their websites with direct links to our own website to enable parents to register for places which usually results in new enquiries. We remain confident that we are able to adapt our service offer for our changing community needs by working well within the community. We continue to value the close relationships we share with Signhills Academies and are grateful for their promotion of our services through signposting.

The Famly app has continued to grow and calendar dates and newsfeed communication alongside personal and team messaging has been successful in keeping families who are already registered with us up-to-date.

Facebook and our website, www.cleethorpeschildcare.co.uk are our main methods of communicating awareness of our organisation to the general public and we have seen a significant increase in applications for each setting through our website enquiry form, rather than phone calls to our office which has remained limited in opening hours. The enquiries are followed up with a phone call to families to gain further insight into what is required and families are then advised on admission expectations such as start dates, registration process and waiting list times.

ACHIEVEMENT AND PERFORMANCE

General

This year we have focussed on consolidation, staff retention and recruitment, quality and maintaining presence within the community to promote long term sustainability, being mindful of continued viability with a smaller business model. Whilst we continue to look for suitable additional premises with the view to offering high quality early years provision which supports children's learning and development across a wider area within North East Lincolnshire.

Following on from the additional support we offered children who would be moving on to school, we again set up transition groups however this time they were held in a small part of the main room with a daily session for each week over the full summer term. The children were supported by key people who promoted and supported their development in line with the Early Years Foundation Stage guidance prime areas of learning- Communication & Language, Personal Social and Emotional, and physical development. The children undertook this transition readily and were very keen to work with a more adult initiated focus in small groups to promote and enhance language, listening and attention skills and undertook the challenge of change in a way which supported their individual stage of development. This also enabled staff to recognise and enhance their own skills and knowledge of themselves and their children, resulting in positive praise from all involved, particularly parents.

ACHIEVEMENT AND PERFORMANCE

Inclusion

This year staff have again provided several children with one-to-one care and education, accessing Early Years Inclusion Funding to support this work. Offering care at this level incurs additional staffing, meetings, support for the family, training and paperwork, all of which have been undertaken by knowledgeable, caring and professional staff. The funding received does not fully cover the cost of delivering one-to-one care for a child and we only apply for additional support where children are unable to be fully integrated into the setting without it. Funding has been successfully applied for on an individual as well as a group application basis to offer general inclusion support for children who may need short term strategies to allow them to fully integrate in pre-school. Specific intervention time has again proved beneficial for the children and staff implementing the strategy in line with the SEN Code of Practice graduated approach. This intervention is supported with higher staff to child ratio's and dedicated, professional staff who maintain a child centred focus, supporting children to develop and learn as individuals with a great sense of achievement.

The General Manager is the named Special Educational Needs Co-ordinator (SENCo) for Signhills Pre-school and Hardys Den Out of School Club. The General Manager, Childcare Manager, Deputy Manager and OOS Co-ordinator are also trained at minimum of Level 3 in Safeguarding to enable us to professionally support children and their families through specific strategies and interventions. These qualified staff are able to support other team members with signposting, monitoring, report writing and interventions on a daily basis which leads to a second nature approach to inclusion with respect and dignity for children and families. Setting managers and SENCo continue to attend network, webinars and training meetings and disseminate information and knowledge to the rest of their staff team to enhance best practice in meeting the individual needs of all children attending our settings.

We have received Early Years Pupil Premium (EYPP) funding this year however this remains an unpredictable amount which is received almost a term after a child becomes eligible. This fund is granted with parental permission for 3 & 4 year old children, whose parents meet set criteria and is used to provide financial or developmental support for children in need. This year we have used the funding to continue with Yoga sessions in pre-school as we identify the support for physical and emotional wellbeing of all of our children and have provided a higher staff ratio for most pre-school sessions to support quality and transitions for all children.

Quality Assurance

The General Manager works alongside the setting manager and co-ordinator to monitor and evaluate practice within each childcare provision, in turn informing staff development and progression. Weekly staff team meetings provide opportunities for all employees to address current issues in a timely manner which may also lead on to reviews of policies or procedures.

Maintaining a healthy environment for adults and children has remained high on our agenda with additional cleaning routines remaining in place following the pandemic and notably, reducing sickness absences for children and staff. Wellbeing of our children, staff and families is well supported with opportunities for informal discussions, more formalised meetings, return to work interviews for staff following absences and signposting to appropriate support services.

North East Lincolnshire Local Authority provide support for our settings through an Early Years Inclusion Team. Managers and staff members seek advice and support to enhance quality and promote excellent practice within the settings. Individual staff members are supported in development through an induction process, 1-1 meetings and supervision meetings/ observations of practice.

ACHIEVEMENT AND PERFORMANCE

Staff Training and Development

Staff members undertake and update core elements of training to support their professional development which includes Safeguarding, Paediatric First Aid, Understanding and Addressing Behaviour, Prevent duty and Food Hygiene & Safety in the form of a short course, workshop or online training refresher through Educare, Virtual College, Safer Food Group, Forefront Training and occasional local training sources.

Staff members have received support to undertake training courses, and workshops over the year including:

Safeguarding (inc. refresher)	Level 2 (5 members)
Safeguarding (inc. refresher)	Level 3 (4 members)
Paediatric First Aid	Level 3 (4 members)
Food Hygiene	Level 2 (4 members)
Early Years & Childcare (Apprenticeship)	Level 2 (1 member)
Prevent Duty	(4 members)
Health & Safety in Early Years	(2 members)
Infection Control	(3 members)

Staff undertaking training are supported financially and with workplace release and at degree level with additional mentor support meetings.

The General Manager has continued her representation to the Early Years Alliance throughout this year, remaining in Vice-Chair position and continuing as a member of the Audit Committee. The General Manager also continues to represent the Early Years Private, Voluntary and Independent (PVI) sector at North East Lincolnshire Schools Forum. Committee members recognise and support these roles for the General Manager's continuing professional development as information and skills are shared and developed for the benefit of all organisations.

Induction for new committee members took place in March 2024, following the Annual General Meeting elections in February. Members commented that they found this a very useful overview of the organisation, and that it helps them to better understand their roles and responsibilities.

Students and Volunteer Placements

Student placements have taken place this year, with students from Franklin College, Grimsby Institute and Clee Academy. Students are supported with mentor meetings and visits from tutors. Placement experience offers students the opportunity to familiarise themselves with what is required in an early years workplace and supports their experience towards further training and career opportunities. We enjoy sharing our workplace and make the most of the opportunities to have another pair of hands to help with daily responsibilities.

We have recruited more trustees this year however, there have been limitations on events and activities over the year and therefore an estimation of 95 volunteer hours have been undertaken. Trustees recognise the importance and benefits of creating sustainable opportunities for volunteering and have addressed this within the business plan review with the aim to create more activities for involvement such as fun days and open days.

Visitors and liaisons

We continue to work with a broad range of external professionals to support children and staff. This year we have received support and liaised with Speech & Language therapists, Occupational Health, Education Team for Hearing and Vision, Education Psychology, Jiraffe (mobility resources), Early Help team, Signhills Academy, Signhills Infant Academy, Team Around the Family (TAF), Excell (electricians), Cleethorpes Academy, Franklin College, Little Trees Yoga, City PAT (Pat Testing), Gaswise, New Glaze, Wrates Photography and Big Red (local store). Alongside this we have welcomed visits from Childminders- Alison Ross & Charlotte King as well as many parents/ grandparents and family members who have joined us for play sessions with their children.

Professional Advisors

We have sought advice throughout the year from Professional Advisors, which are:
HSBC UK, PO Box 68, 130 New Street, Birmingham, B2 4JU
Smethurst & Co LLP, 12 Abbey Road, Grimsby, DN32 0HL
Lawcall, Early Years Alliance, 50 Featherstone Street, London, EC1Y 8RT
Early Years Alliance Membership and Insurance, 50 Featherstone Street, London, EC1Y 8RT
Early Years Alliance Payroll Services (as above)

FINANCIAL REVIEW

Financial review

This relates to the enclosed financial statement as agreed by the Executive Committee and in accordance with the accounting procedures determined by Companies House and the Charity Commission.

We have lower admissions over this year due to falling birth rates in our locality however, we have also found ourselves to have issues with recruitment of suitably qualified Early Years staff which has also proved to be a problem Nationally, so much so that Department for Education (DfE) created a national campaign to stimulate interest in working in Early Years. The 'Do Something Big' campaign proved helpful for free advertising for staff with support from the local authority and we were successful in taking on a fully qualified Early Years Keyperson as well as a new apprentice to develop at level 2. There was an opportunity to attract those who were new or having been away from the Early Years Sector for more than six months to gain an additional one-off incentive payment due to North East Lincolnshire being designated as one of only 20 authorities to promote the scheme and we duly applied for this incentive for the 2 new members of staff at the appropriate time. Although the incentive payment was made directly to us, it was distributed by a tax-free payment in the individuals salary. Waiting lists have remained high however age and eligibility for FFE have delayed some children's admissions beyond what we anticipated and we therefore made suitable adjustments to staff levels such as not recruiting for maternity cover, to ensure we remained operational and sustainable.

The main source of income for Signhills Pre-school continues to be from Flexible Funding Entitlement (FFE) for 2, 3 and 4 year old children attending our settings. We have a growing number of families who are eligible to claim 30 hours funding entitlement from the term after their child's third birthday and this year we have seen an increase in the number of hours taken per child. This funding can also be banked with us to be used during holidays at Hardys Den for a maximum of 30 hours per week. Attendance continues to be lower for the first half of the year but we have a healthy waiting list which supports us to anticipate future places and funding. Additional funding for 2 year olds will be introduced from September 2024 and we are considering ways which we can support the take up of places within the limitations of our building as our current starting age is 2.5 years.

Additional income is from fees in Hardys Den and for pre-school children not eligible for FFE, those taking sessions in addition to their FFE allocation or from children who attend pre-school breakfast or lunch clubs. Fees are reviewed annually to ensure they remain affordable to parents, maintain sustainability of the provisions, reflect local pay scales and are competitive within the marketplace. As recruitment and retention of staff is becoming a growing challenge for the Early Years Sector, we recognise we need to review our pay structure whilst taking account of increases in National Minimum Wage, to ensure we attract the highest standard of candidates.

Further income is raised from fundraising activities throughout the year to enable us to enhance children's resources and experiences. Pre-school children are asked to pay a resource/consumables contribution which remained at £1 per child per session, with the majority of families paying this within the allocated timescales in accordance with our fees policy and terms and conditions. The initial pre-school registration fee was raised slightly this year to offset ongoing increases in our expenditure for items such as uniform and the remaining fee supporting the cost of Famly software, printing welcome booklets/ prospectus, providing badges and book-bags along with administration and delivery time for this preparation. Children who attend Pre-school also do not pay a further registration fee for Hardys Den whilst they are enrolled there and many parents choose to share funded hours or buy sessions for their children aged 3 and over. Pre-school registration fee is a minimal one-off cost to parents whilst Hardys Den administration fee is charged and reviewed annually as this also covers Famly App costs. Registration fees can present a barrier for entry to our settings as parents are under increasing pressures of Cost of Living increases however the majority fully appreciate the reasons for this charge and we are able to support parents with payment plans so their child's start date is not delayed. On occasions, the resource and registration fee may be waived at the General Managers discretion due to a child's individual circumstances.

The Famly software has continued to support us with clear invoicing and enables parents to see their balance and payments due at a glance. Fee payments continue to be monitored to ensure we have a sustainable cash-flow. We have now eliminated cash payments for fees, except in exceptional circumstances and when pre-agreed with the General Manager and Finance Assistant. This means that all payments are now made directly through online banking which alleviates time for managers and supports direct accountability and recording of payments, whilst reducing the risks of holding cash on our premises. This has continued to be favoured by parents. Good communication between families and the administration team ensure that we offer all opportunities for parents to pay under mutually agreed terms. Outstanding fees are a regular agenda item at committee meetings and the Finance Assistant provides updates to the setting manager to allow them to monitor payments from their own families, enabling us to make initial approaches for debtor accounts informally and more often avoiding escalation. We continue to recover debts via Money Claim Online (MCOL) where all other attempts have failed.

The ongoing increases to National Living Wage (NLW), coupled with relatively low increases in FFE funding rates continues to challenge our financial viability due to the majority of our expenditure being for staff costs. We work closely with our payroll administrators to ensure we meet all requirements for HMRC PAYE. This year trustees took a decision to enhance wage rates, with the lowest pay rate being significantly above NLW to support staff retention and to demonstrate recognition of the work undertaken within the Early Years Sector. This was coupled with a very minimal fee increase for some sessions as we also recognise that parents are often struggling to take up places before they receive their funding entitlements. We anticipate a steady increase in admissions for the coming year due to extension of funded places and greater scope of eligibility for families to claim their funding entitlements.

Guarantors
Members of the Charitable Company guarantee to contribute an amount not exceeding £1 to the assets of the Charitable Company in the event of winding up. The total number of such Guarantors at 31st August 2024 was 105.

Reserves
We are aware that staff recruitment and low admissions this year has impacted on our reserves. Reserves continue to be held to support Cleethorpes Childcare in meeting future potential expenditure:

- Recruitment and training costs
- Three months working reserves to cover staff redundancies and the winding up of the business, should this become necessary
- Increase to National Living Wage due to minimal increase in Early Years Entitlement
- Development of additional childcare provision to enhance security in lease of premises
- Unexpected/emergency costs associated with setting closure

Risk Review
This year has been another of challenge however we appreciate that we continue to be well placed and fortunate to have achieved as much as we have over the year through hard work and perseverance as settings around the country close their doors for the last time. We are never complacent and continuously review our current and future market position to ensure we are in touch with the needs of the local community through completion and review of a Business Plan, Risk Analysis and regular Executive Committee meetings. Although trustees are not aware of any major risks to which the charity has been exposed, concerns continue to be raised regarding the rates paid to providers for Flexible Free Entitlement in light of escalating expenditure and we constantly check the need for resource purchases as well as undertaking a full evaluation of each post whenever a staff position becomes vacant.

We continue to have concerns regarding the potential a School/Academy has to cease a lease agreement, in relation to sustainability. This risk continues to be monitored and reported at committee meetings and strategies to secure continuing viability have been implemented to confirm we remain a going concern. We continue to seek longer term security of tenure in suitable premises within our current community base and remain aware of potential and suitable properties as they become available in our local area.

The Trustees ensure the agenda for each meeting promotes full monitoring and evaluation of government/ local challenges to mitigate risk and the General Manager has good national and local networks to remain aware of current and potential issues.

PLANS FOR FUTURE PERIODS

Future Sustainability

Trustees are aware of potential changes in demand for pre-school places however with current premises and no expectation of capital funding support they are cautious in making changes to the setting which may impair the quality and standards of current provision. We are also aware of planned investment into early years provisions in schools and for wraparound care as the Government agenda pushes for longer hours of childcare to provide more flexibility for working parents.

We anticipated challenges with lower birth rates in our community and continued to limit recruitment of new staff and adjust expenditure where we have been able to do so. Continuing rising expenditure for parents which affect the cost of living has also reduced our overall occupancy levels. In reality, despite small improvements to Signhills Pre-school outdoor space with the development of a natural garden area, further investment in maintenance and repairs to premises and outdoor spaces is needed however, the settings remain safe, clean and are refreshed frequently to support children's learning and adult well-being whilst we continue to seek donations and project funding. We continue to work closely with Signhills Academy to ensure we meet lease obligations and source cost effective maintenance and servicing of premises, for which we are extremely grateful as this also supports our long-term partnerships and sustainability.

There has been another increase in children needing additional support to access their learning and development. Inclusion of all children within our settings has always been a key focus on meeting our aims and objectives however this has also placed increasing challenges on staff and additional financial pressures due to increased ratio's, adult support and intervention, specialist training and general workloads. We minimise some of the impact of this challenge by continuing with our intervention strategy programme to enable staff to provide focussed time with individual children whilst gaining new skills within the staff teams and overall we maintain higher than required staff to child ratio's as far as we are able to.

The premises lease renewal at Signhills has been finalised and secured. Signhills Academy continue to support our service and recognise the benefits of early years provision on the site so have been able to fully support the lease renewal. Continuity of service for our local community and high quality and standards remain an ongoing focus for discussions at board meetings.

Our ability to react to uncertainty relies on the expertise and experience of a well-established staff team working alongside trustees. The skills balance enables us to be able to make clear and fair judgements and to address and react quickly to risks when they are presented.

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.

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.

Structure

Cleethorpes Childcare consists of:
- Signhills Pre-school
- Hardys Den out-of-school clubs

Appointment of Members

All member families are invited to attend the AGM; a member is an adult representative for a child who attends any of the settings of Cleethorpes Childcare. As in previous years, a meeting date was agreed and publicised at each of Cleethorpes Childcare provisions to allow parents and member representatives to attend. An Annual General Meeting was held in February 2024 at Signhills Pre-school. Several members showed interest in joining and some reappointments were ratified. Suitable checks and registrations are always undertaken alongside the Trustee Induction programme to ensure all elected members fully understand their responsibilities and duties prior to the first committee meeting which follows the AGM. At the first meeting, officers were voted into post by fellow trustees. Training, both formal and informal, is offered for committee members should they wish to further develop their skills and knowledge through Educare, offered as part of our Early Years Alliance membership. In this voluntary role, committee members offer their time and expertise in the decision making of Cleethorpes Childcare. Elected members often offer practical time to carry out further duties throughout the year within the childcare provisions or through fundraising, community events (Open days) and activities.

This year, we have once again found it particularly difficult to recruit new committee members into Cleethorpes Childcare with more parents working for longer hours and being supported with 30 hour funded attendance, many tell us that spare time is a luxury saved for their own family. We continue to work with staff to encourage and support connections with families and identify potential new members who may become trustees. This continues year on year and has been incorporated into all meetings between staff and parents as a less formal approach to trustee recruitment with trustees also supporting open days and welcome meetings with parents to enhance face-to-face introductions.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Staffing

The executive committee have a responsibility to ensure that staff are employed within the company to meet company objectives. A General Manager is employed to oversee the day-to-day running of the work of Cleethorpes Childcare within each provision and in addition to this, an average of 12 members of staff have worked to provide high quality care and education for the children who have attended, offering support and information to parents and family members. Reflecting a national crisis in recruitment and retention of staff in the Early Years Sector, Cleethorpes Childcare have again seen changes in the number of staff employed with higher rates of pay being the main reason quoted for staff to seek alternative employment. Although the apprenticeship programme has proven useful to support new interest in the childcare sector and has proven to be beneficial for Cleethorpes Childcare, our level 2 and level 3 apprentices were unable to commit to further employment with us after completing their qualifications.

Changes in staff has been unavoidable this year and we have found ourselves unable to retain some of our longest serving staff due to their own personal circumstances. With this in mind and noting the difficulties in recruitment of suitable, qualified Early Years Practitioners, a full pay review was carried out in line with the rise in NMW in April 2024. To recognise and support the professionalism, commitment and longevity of our employees, a new pay structure was produced which raised base levels above NMW recommendations with anticipation that new government schemes to support increased childcare offer would be supported with adequate funding. We also created a free for employees childcare scheme to support those who have their own childcare commitments and promote a better work-life balance. As a not-for-profit organisation, we recognise that our staff are our most valuable asset and hope this move will prove to be a positive investment over the coming years. We also recruited a new level 2 apprentice to enhance our ratios of adults to children and continue with our commitment to 'grow our own' staff teams.

As appropriate for each individual and within a core training offer, all staff have continued to be supported to develop their skills within the organisation and internal progression has also been encouraged when restructuring staff. Trustees were extremely appreciative for the flexibility, understanding, commitment, and dedication to the children and each other shown by staff over the year.

Policies

There has been very little to change on our policies as there has been very little movement in national curriculum and legislation however the General Manager continues to review policies to reflect changing business and best practice within the Early Years Sector. All policy changes are discussed with staff and Trustees before agreement, allowing full consultation with those who are tasked with implementation. Paper copies of policies are made available within each setting and policies are uploaded onto our website which members, staff and trustees access using a secure password acquired on joining the organisation.

The business plan and organisational risk assessment were monitored by trustees and managers to assure future viability of Cleethorpes Childcare, particularly when reducing the number of settings in operation, the financial implications of staff leaving and changes to premises. We consider that Early Years has a level of risk for sustainability which is balanced with many unknown factors such as funding rates and admissions however, our projections show we have been diligent in considering the worst case scenarios and by continuing to consolidate our business priorities alongside the need to support the local community, the risks are considered manageable providing we continue to adapt to the changing political environment and continue to review our opportunities.

REFERENCE AND ADMINISTRATIVE DETAILS

Registered Company number
04899075 (England and Wales)

Registered Charity number
1102007

Registered office
Signhills School
Hardys Road
Cleethorpes
N E Lincs
DN35 0DN

Trustees
C Moore
L Pendred
L Hammond (resigned 20.3.24)
C Wray
N Taylor
H Barrett (appointed 17.4.24)
C Hope (appointed 28.3.24)
C Wright (appointed 28.3.24)

Independent Examiner
Mrs H Spauls FCA
Smethurst & Co LLP
12 Abbey Road
GRIMSBY
DN32 0HL

Bankers
HSBC
PO Box 68
130 New Street
Birmingham
West Midlands
B2 4JU

Solicitors
BG Solicitors LLP
27 Osborne Street
Grimsby
N E Lincs
DN31 1JB

Cleethorpes Childcare is a charitable company limited by guarantee, incorporated on 15 September 2003 and registered as a charity on 10 February 2004.

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

STATEMENT OF TRUSTEES' RESPONSIBILITIES
The trustees (who are also the directors of Cleethorpes Childcare 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.

Approved by order of the board of trustees on ..... and signed on its behalf by:

.....

Independent examiner's report to the trustees of Cleethorpes Childcare ('the Company')
I report to the charity trustees on my examination of the accounts of the Company for the year ended 31 August 2024.

Responsibilities and basis of report
As the charity's trustees of the Company (and also its directors for the purposes of company law) you are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006 ('the 2006 Act').

Having satisfied myself that the accounts of the Company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of your charity's accounts as carried out under Section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination I have followed the Directions given by the Charity Commission under Section 145(5) (b) of the 2011 Act.

Independent examiner's statement
I have completed my examination. I confirm that no matters have come to my attention in connection with the examination giving me cause to believe:

1. accounting records were not kept in respect of the Company as required by Section 386 of the 2006 Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the accounting requirements of Section 396 of the 2006 Act other than any requirement that the accounts give a true and fair view which is not a matter considered as part of an independent examination; or
4. the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities (applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)).

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.

Mrs H Spauls FCA

Smethurst & Co LLP
12 Abbey Road
GRIMSBY
DN32 0HL

Date: .....

CLEETHORPES CHILDCARE

STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 31 AUGUST 2024

	Notes	Unrestricted funds £	Restricted fund £	31.8.24 Total funds £	31.8.23 Total funds £
INCOME AND ENDOWMENTS FROM					
Incoming resources from charitable activities		218,806	8,526	227,332	273,340
Activities for generating funds	2	770	-	770	1,158
Other income		-	-	-	1,383
Total		219,576	8,526	228,102	275,881
EXPENDITURE ON					
Costs of generating funds		769	-	769	1,146
Charitable activities					
Childcare		208,491	7,526	216,017	262,672
Premises costs		18,947	1,000	19,947	24,506
Total		228,207	8,526	236,733	288,324
NET INCOME/(EXPENDITURE)		(8,631)	-	(8,631)	(12,443)
RECONCILIATION OF FUNDS					
Total funds brought forward		58,844	-	58,844	71,287
TOTAL FUNDS CARRIED FORWARD		50,213	-	50,213	58,844

The notes form part of these financial statements

BALANCE SHEET
31 AUGUST 2024

	Notes	31.8.24 £	31.8.23 £
FIXED ASSETS			
Tangible assets	7	759	1,603
CURRENT ASSETS			
Stocks	8	58 89 1 5	
Debtors	9	1,8 15, 82 11 4	
Cash at bank and in hand		80, 52, 41 50 1 0	
		82,874	68,509
CREDITORS			
Amounts falling due within one year	10	(33,420)	(11,268)
NET CURRENT ASSETS		49, 57, 45 24 4 1	
TOTAL ASSETS LESS CURRENT LIABILITIES		50,213	58,844
NET ASSETS		50, 58, 21 84 3 4	
FUNDS	13		
Unrestricted funds		50, 58, 21 84 3 4	
TOTAL FUNDS		50, 58, 21 84 3 4	

The charitable company is entitled to exemption from audit under Section 477 of the Companies Act 2006 for the year ended 31 August 2024.

The members have not required the company to obtain an audit of its financial statements for the year ended 31 August 2024 in accordance with Section 476 of the Companies Act 2006.

The trustees acknowledge their responsibilities for
(a) ensuring that the charitable company keeps accounting records that comply with Sections 386 and 387 of the Companies Act 2006 and
(b) preparing financial statements which give a true and fair view of the state of affairs of the charitable company as at the end of each financial year and of its surplus or deficit for each financial year in accordance with the requirements of Sections 394 and 395 and which otherwise comply with the requirements of the Companies Act 2006 relating to financial statements, so far as applicable to the charitable company.

The notes form part of these financial statements

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 on ..... and were signed on its behalf by:

.....
C Moore - Trustee

The notes form part of these financial statements

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.

Income
Grants are recognised in full in the Statement of Financial Activities in the year in which they are receivable.

Donations and gifts are recognised in the Statement of Financial Activities when received.

Incoming resources for the provision of pre-school places and from investments are recognised in full in the Statement of Financial Activities when receivable.

Resources expended
Resources expended are recognised in the period in which they are incurred.

Tangible fixed assets
Tangible fixed assets are stated at cost (or deemed cost) or valuation less accumulated depreciation and accumulated impairment losses.

Depreciation is provided on all tangible fixed assets at rates calculated to write off their cost, less estimated residual value, of each asset on a systematic basis over their expected useful lives as follows -

Land and buildings	-	20% on reducing balance or over lease term
Fixtures, fittings and equipment	-	20% on cost

Fixed assets are not capitalised if they cost less than £100.

Stocks
Stocks are valued at the lower of cost and net realisable value, after making due allowance for obsolete and slow moving items.

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

Fund accounting
Unrestricted funds are donations and other incoming resources receivable or generated for the objects of the charity without further specified purpose and are available as general funds.

Designated funds are unrestricted funds earmarked by the management committee for particular purposes.

Restricted funds are to be used for specific purposes as laid down by the donor. Expenditure which meets these criteria is charged to the fund, together with a fair allocation of management and support costs.

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.

Leasing commitments
Rents payable under leases are charged to the Statement of Financial Activities on a straight line basis over the period of the lease.

2. ACTIVITIES FOR GENERATING FUNDS

	31.8.24	31.8.23
	£	£
Fundraising events	438	466
Uniform sales	332	692
	770	1,158

3. NET INCOME/(EXPENDITURE)

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

	31.8.24	31.8.23
	£	£
Depreciation - owned assets	844	1,244
Deficit on disposal of fixed assets	-	751

4. TRUSTEES' REMUNERATION AND BENEFITS

	31.8.24	31.8.23
	£	£
Trustees' salaries	31,886	28,876
Trustees' social security	2,919	2,771
Trustees' pension contributions to money purchase schemes	957	851
	35,762	32,501

The memorandum of association updated in May 2017 allows trustees of the charity to be a paid employee of the charity, but no trustee can be paid for their duties as a trustee.

Lorna Pendred has been paid for her employment as the general manager of the charity.

Wages, social security and pension costs paid for Louise Robinson, the sister of the trustee Lorna Pendred, totalled £19,984 (2023 £17,316).

Trustees' expenses

There were no trustees' expenses paid for the year ended 31 August 2024 nor for the year ended 31 August 2023.

5. STAFF COSTS

	31.8.24	31.8.23
	£	£
Wages and salaries	175,059	222,108
Social security costs	7,659	6,314
Other pension costs	9,901	9,629
	192,619	238,051

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

	31.8.24	31.8.23
Furtherance of the entity's activities	9	17
Management and administration	3	3
	12	20

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

6. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES

	Unrestricted funds £	Restricted fund £	Total funds £
INCOME AND ENDOWMENTS FROM			
Incoming resources from charitable activities	261,335	12,005	273,340
Activities for generating funds	1,158		1,158
Other income	1,383		1,383
Total	263,876	12,005	275,881
EXPENDITURE ON			
Costs of generating funds	1,146	-	1,146
Charitable activities			
Childcare	250,667	12,005	262,672
Premises costs	24,506		24,506
Total	276,319	12,005	288,324
NET INCOME/(EXPENDITURE)	(12,443)	-	(12,443)
RECONCILIATION OF FUNDS			
Total funds brought forward	71,287	-	71,287
TOTAL FUNDS CARRIED FORWARD	58,844	-	58,844

7. TANGIBLE FIXED ASSETS

	Land and buildings £	Fixtures, fittings and equipment £	Totals £
COST			
At 1 September 2023	42,291	39,527	81,818
Disposals	-	(731)	(731)
At 31 August 2024	42,291	38,796	81,087
DEPRECIATION			
At 1 September 2023	42,166	38,049	80,215

	Charge for year	25	819	844
	Eliminated on disposal	-	(731)	(731)
	At 31 August 2024	42,191	38,137	80,328

NET BOOK VALUE

At 31 August 2024	100	659	759
At 31 August 2023	125	1,478	1,603

8. STOCKS

	31.8.24	31.8.23
	£	£
Stocks		58 89
		1 5

9. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	31.8.24	31.8.23
	£	£
Trade debtors	1,861	2,945
Other debtors	21	12,169
	1,882	15,114

10. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	31.8.24	31.8.23
	£	£
Trade creditors		78 24
		1 5
Other creditors		10, 9,9
		14 54
		8
Accruals and deferred income		22, 1,0
		49 69
		1
	33,420	11,268

11. LEASING AGREEMENTS

The following operating lease payments are committed to be paid:

	31 .8. 24	31 .8. 23
	£	£
Expiring:		
Within one year	5,388	5,388
Between one and five years	23,890	32,581

12. ANALYSIS OF NET ASSETS BETWEEN FUNDS

	Unrestricted funds	Restricted fund	31.8.24 Total funds	31.8.23 Total funds
	£	£	£	£
Fixed assets	759	-	759	1,603
Current assets	82,874	-	82,874	68,509
Current liabilities	(33,420)	-	(33,420)	(11,268)
	50,213	-	50,213	58,844

13. MOVEMENT IN FUNDS

	At 1.9.23	Net movement in funds	At 31.8.24
	£	£	£
Unrestricted funds			

General fund	58,844	(8,631)	50,213
TOTAL FUNDS	58,844	(8,631)	50,213

13. MOVEMENT IN FUNDS - continued

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

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	219,576	(228,207)	(8,631)
Restricted funds			
Restricted fund	8,526	(8,526)	-
TOTAL FUNDS	228,102	(236,733)	(8,631)

Comparatives for movement in funds

	At 1.9.22 £	Net movement in funds £	At 31.8.23 £
Unrestricted funds			
General fund	71,287	(12,443)	58,844
TOTAL FUNDS	71,287	(12,443)	58,844

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

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	263,876	(276,319)	(12,443)
Restricted funds			
Restricted fund	12,005	(12,005)	-
TOTAL FUNDS	275,881	(288,324)	(12,443)

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

	At 1.9.22 £	Net movement in funds £	At 31.8.24 £
Unrestricted funds			
General fund	71,287	(21,074)	50,213

TOTAL FUNDS		71,287	(21,074) 50,213

13. MOVEMENT IN FUNDS - continued

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 £	Movement in funds £
Unrestricted funds			
General fund	483,452	(504,526)	(21,074)
Restricted funds			
Restricted fund	20,531	(20,531)	-
TOTAL FUNDS	503,983	(525,057)	(21,074)

Purposes of restricted funds

Restricted funds includes amounts received to assist with the inclusion of children, and a Tesco/Groundworks grant used to for a new fence and gate.

14. RELATED PARTY DISCLOSURES

There were no related party transactions for the year ended 31 August 2024.

		31.8.24 £	31.8.23 £
INCOME AND ENDOWMENTS			
Incoming resources from charitable activities			
	Nursery Education Grant	15 19 6,5 86	5,1 85
	Other grants & donations	4,1 61	3,5 00
	Fees from parents	66, 58 5	74, 65 5
		227,332	273,340
Activities for generating funds			
	Fundraising events	43 8	46 6
	Uniform sales	33 2	69 2
		770	1,158
Other income			
Sale of resources		-	1,383
Total incoming resources		228,102	275,881
EXPENDITURE			
Fundraising			
Purchases for resale		769	1,146
Charitable activities			
	Wages	12 1,3 13	17 2,1 40
	Social security	3,4 64	2,5 73
	Pensions	8,5 81	8,7 78
	Training	81 8	66 1
	Consumables	1,5 15	2,4 07
	Books, toys and games	3,3 36	3,4 35
	Lunch costs and refreshments	3,2 56	3,3 21
	Bad debts	24 6	-
	Stationery	3,0 59	4,4 86
	Telephone	2,0 05	2,5 25
	Insurance	84 6	85 0
	Subscriptions	1,9	2,6

	Sundry expenses	2,609	2,652
		153,034	204,474
Premises costs			
	Rent and rates	16,190	22,471
	Repairs and renewals	2,913	2,940
	Depreciation of tangible fixed assets	844	1,244
	Loss on sale of tangible fixed assets	-	751
		19,947	24,506
Support costs			
Finance			
	Bank charges	60	60

DETAILED STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 31 AUGUST 2024

	31.8.24 £	31.8.23 £
Other		
Trustees' salaries	31,886	28,876
Trustees' social security	2,919	2,771
Trustees' pension contributions	957	851
Wages	21,860	21,080
Social security	1,276	970
Pensions	363	-
Accountancy	2,400	2,340
Payroll	1,262	1,238
	62,923	58,138
Total resources expended	23 6,733	28 8,324
Net expenditure	(8, 63 1)	(12 ,44 3)

CLEETHORPES CHILDCARE

England & Wales - Charity number 1102007

Accounts

REGISTERED COMPANY NUMBER: 04899075 (England and Wales)
REGISTERED CHARITY NUMBER: 1102007

REPORT OF THE TRUSTEES AND

UNAUDITED FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 AUGUST 2022

FOR

CLEETHORPES CHILDCARE

CLEETHORPES CHILDCARE

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FOR THE YEAR ENDED 31 AUGUST 2022

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REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31 AUGUST 2022

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 August 2022. 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).

OBJECTIVES AND ACTIVITIES

The Charitable Objectives of Cleethorpes Childcare are:

In accordance with the Aims of the adopted Memorandum and Articles of Association of the Pre-school Learning Alliance:

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, education and care 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 whatever their race, culture, religion, means or ability
- Encouraging the study of the needs of such children and their families and promoting public interest in and recognition of such needs
- Instigating and adhering to and furthering the aims of the Pre-school Learning Alliance

Activities:

The Work of the Executive Committee

The trustees confirm they have referred to the guidance contained in the Charity's Commission's guidance on public benefit when reviewing the charity's aims and objectives and in planning future activities.

Professional memberships & advisors

We continue to be fully paid up members of the Early Years Alliance (formerly Pre-school learning Alliance), a membership organisation offering online training and regular updates of information and advice relating to the Early Years Sector which supports the development of services within Cleethorpes Childcare. The General Manager continues to represent Cleethorpes Childcare as a trustee for the national Charity.

HR service advice and support continues to be accessible through Beetenson & Gibbon Solicitors on an as-and-when basis which meets our requirements alongside the Lawcall advice service we continue to access through our Early Years Alliance membership.

Fundraising and events

Fundraising and Events have been discussed within the main committee agenda. There have continued to be very limited opportunities for fundraising this year due to increasing financial pressures placed on families alongside post pandemic cautions.

A special fun day took place on 28th May at Signhills Academy to celebrate the Platinum Jubilee of HM Queen Elizabeth II which was well attended by families and friends. Although this was not specifically aimed at raising funds, we received donations from local businesses and held a raffle. Trustees and staff volunteered their time for the event and 2 members of staff were also finally publicly presented with long-service awards, another activity which had been postponed due to the Coronavirus Pandemic. As a public event, we saw new families and previous children join us and received lovely comments about how enjoyable to event was.

We held a public open morning at each pre-school setting in June 2022, promoting public awareness and potential admissions for future children. These were limited in attendance however feedback from families that visited was positive and gained additional children to start in our pre-schools over the coming months.

Welcome meetings were again held with parents individually and by appointment to continue appropriate distancing and hygiene. Childcare Managers and administration staff worked alongside each child's keyperson to check paperwork and registrations, discuss any concerns and support settling their child into our settings. This supported new families and children with a smooth transition and reassured parents of our level of care, and specific measures we continue to have in place to protect children, parents and staff.

Easyfundraising is proving to be a small but steady income received from retailer donations when parents/ staff and other family members purchase through the Easyfundraising app. In a similar element, we are also registered with Amazon Smile and have received small donations over the year. As these require only general promotion to families mainly through the Famly app and Facebook page, this has very minimal effort to support our fundraising efforts.

Concerts at Christmas and end of year were reinstated this year following previous Coronavirus restrictions on event numbers. These were slightly limited in number of places offered per child and we continued to promote our Name Cards to promote fundraising.

OBJECTIVES AND ACTIVITIES

Public relations and marketing

In addition to the Pre-school open days and 'word of mouth', we also receive free advertising from Families First, an online service provided by North East Lincolnshire Council. Families First support families accessing free funding entitlements, giving out a list of all registered providers within the authority. They also have a Facebook page and website. This year, they have again enabled individual providers to advertise through their Facebook page to promote parental take up of childcare due to Coronavirus issues regarding parental confidence This has been accessed by both Highgate and Signhills Pre-schools however, it has appeared to have made very little difference to either setting.

Signhills Infant Academy have supported promotion for Hardys Den out of school club through a flyer which is incorporated into their admissions pack for parents. This usually results in new enquiries over the year. As always, many parents access our settings for their youngest children once a child moves on to school and so we remain confident that our service continues to meet the needs of our community.

The Famly app has continued to grow and newsfeed communication alongside personal and team messaging has been successful in keeping families who are already registered with us up-to-date.

Facebook and our website, www.cleethorpeschildcare.co.uk are our main methods of communicating awareness of our organisation to the general public and we have seen an increase in new applications for each of our provisions through our website enquiry form, rather than phone calls to our office. The enquiries are followed up with a phone call to families to gain further insight into what is required and families are then advised on admission expectations such as start dates, registration process and waiting list times.

We continue to value the close relationships we share with our local Academies and Family Hubs (Children's Centres) and are grateful for their promotion of our services through signposting.

ACHIEVEMENT AND PERFORMANCE

General

This year we have continued to focus on consolidation and maintaining presence within the community to promote long term sustainability in unpredictable post-pandemic circumstances. We have also concentrated on supporting staff to return to full working practice and catching up with professional development and practices which have been revised.

Our work with Intergenerational projects such as toddler group at Rivelin Care home, alongside our search for security in premises and/or expansion of provision have again been on hold this year whilst we focussed on maintaining viability after Coronavirus. We anticipate these will be revised and reviewed once a more certain market is established.

We have continued to invest in apprentices, with a level 3 apprentice starting at Highgate Pre-school in September 2021 and a second apprentice working towards level 2 from January 2022 at Signhills Pre-school.

In November 2021, we were randomly selected for a National Minimum Wage audit by HMRC. The requested range of documentation was supplied and discussed in depth between the allocated HMRC officer and the General Manager, as a Director for Cleethorpes Childcare. A full report was then provided by HMRC to demonstrate full compliance with the regulations.

Signhills Pre-school and Hardys Den out of school club were inspected by Ofsted in December 2021. This proved to be a challenging and thorough routine inspection which provided a successful GOOD outcome. Signhills and Hardys Den team were supported in their inspection by the Childcare Manager from Highgate Pre-school due to the General Manager being on annual leave and external support was also received from the Local Authority Early Years Education Consultant.

In July 2022, The General Manager worked alongside the Childcare Manager for Highgate Pre-school to identify new ways of working with children who are identified as needing additional support within pre-school and set up a new strategy for specific intervention time to be allocated to children who would either continue or start in pre-school and would be implemented from September 2022, following in depth discussions with key people who would be implementing the strategy in line with the SEN Code of Practice. Cleethorpes Childcare committed to supporting this strategy on a trial basis for the Autumn term due to identified issues accessing Early Years Inclusion Funding.

ACHIEVEMENT AND PERFORMANCE

Inclusion

This year staff have continued to support one child with one-to-one care and education, accessing Early Years Inclusion Funding to support this work. Offering care at this level incurs additional staffing, meetings, support for the family, training and paperwork, all of which have been undertaken by knowledgeable, caring and professional staff. The funding received does not fully cover the cost of delivering one-to-one care for a child and we only apply for additional support where children are unable to be fully integrated into the setting without it. Inclusion funding through the Local Authority has proved problematic to apply for this year as more demands have been made on the allocated LA spending pot. Applications have been reduced between application and acceptance and application dates were not set on a regular basis so applications have been sporadic. This has resulted in less time allocated to children who have been granted funds despite the child's needs and staff commitment to support them.

Inclusion support from North East Lincolnshire Council has proven to be a significant challenge this year. Some staff within the Authority were not replaced in posts and the level of interactions and support for children, families and staff created additional pressures on staff on a daily basis. Children's Centre work had been pared down over the pandemic period with very little support and service for children needing low levels of professional intervention. Paired with an increase in additional support needed for an increasing number of children starting our pre-schools having been born in lockdown and being identified as needing further transitional time to build attachments, develop language and social skills, staff worked in new and creative ways to develop positive relationships with the children and their families. Funding for some additional support was received through the Covid fund (Health) and a small amount was received to support transitions however, in reality, the impact of the pandemic alongside low levels of external support were not quick fixes for the children and further children were identified for referrals to Access Pathway or Early Help and liaisons with additional external professionals such as Health Visitors, Social Workers and Speech and Language Therapist.

We have named Special Educational Needs Co-ordinators (SENCo's) in each setting and each setting Manager, Deputy Manager and SENCo are trained at Level 2 in Safeguarding to enable us to professionally support children and their families through specific strategies and interventions. These qualified staff are able to support other team members with signposting, monitoring, report writing and interventions on a daily basis which leads to a second nature approach to inclusion and respect and dignity for children and families. Setting managers and SENCo's continue to attend network, webinars and training meetings and disseminate information and knowledge to the rest of their staff team to enhance best practice in meeting the individual needs of all children attending our settings.

We have received Early Years Pupil Premium (EYPP) funding this year however this remains an unpredictable amount which is received almost a term after a child becomes eligible. This fund is granted with parental permission for 3 & 4 year old children, whose parents meet set criteria and is used to provide financial or developmental support for children in need. This year we have used the funding to continue with Yoga sessions in each pre-school as we identify the support for physical and emotional wellbeing of all of our children.

Quality Assurance

The General Manager works alongside each setting manager to monitor and evaluate practice within each childcare provision, in turn informing staff development and progression. Weekly staff team meetings provide opportunities for all employees to address current issues in a timely manner which may also lead on to revisions in policies or procedures.

Maintaining a healthy environment for adults and children has remained high on our agenda this year with additional cleaning routines remaining in place following the pandemic. Wellbeing of our children, staff and families is well supported with opportunities for informal discussions, more formalised meetings, return to work interviews for staff following absences and signposting to appropriate support services.

North East Lincolnshire Local Authority provide support for our settings through Early Years Educational Advisor/ Area SENCO input. Managers and staff members work alongside the advisor to enhance quality and promote excellent practice within the settings. Individual staff members are supported in development through an induction process, 1-1 meetings and supervision meetings/ observations of practice.

ACHIEVEMENT AND PERFORMANCE

Staff Training and Development

Staff members undertake and update core elements of training to support their professional development which includes Safeguarding, Paediatric First Aid, Understanding and Addressing Behaviour, Prevent duty and Food Hygiene & Safety in the form of a short course, workshop or online training refresher through Educare.

Staff members have received support to undertake training courses, and workshops over the year including:

Safeguarding (inc. refresher)	Level 1 (5 members)
Safeguarding (inc. refresher)	Level 2 (4 members)
Paediatric First Aid	Level 3 (7 members)
Food Hygiene	Level 2 (7 members)
Early Years & Childcare (Apprenticeship)	Level 3 (1 member)
Early Years & Childcare (Apprenticeship)	Level 2 (1 member)
Prevent Duty	(8 members)
Health & Safety in Early Years	(1 member)
Infection Control	(16 members)

Staff undertaking training are supported financially and with workplace release and at degree level with additional mentor support meetings.

The General Manager has continued her representation to the Early Years Alliance throughout this year as a Trustee for the national organisation and a member of the Audit Committee though due to Coronavirus, representation at meetings has been virtual. The General Manager also represents the Early Years Private, Voluntary and Independent sector at North East Lincolnshire Schools Forum. Committee members recognise and support these roles for the General Manager's continuing development as information and skills are shared and developed for the benefit of both organisations.

Induction for new committee members took place in January 2022, following the Annual General Meeting elections. Members commented that they found this a very useful refresher and overview of the organisation, and that it helps them to better understand their roles and responsibilities.

Students and Volunteer Placements

Student placements began to increase towards the summer term 2022 with 4 students gaining experience within pre-school. Following the pandemic, the students were keen to catch up with work experience opportunities to support their applications for further education routes and as always, we are grateful for the new ideas and additional support they share with our staff teams.

Due to continued limitations on events and activities over the year, an estimated total of 90 volunteer hours and 100 student volunteer hours have been undertaken.

Visitors and liaisons

We continue to work with a broad range of external professionals to support children and staff. This year we have received support and liaised with Speech & Language therapists, Early Help team, Health Visitors, Head teachers, Early Years & Families First and social care teams.

Cleethorpes Childcare continues to operate as a preferred provider for The Hub Children's Centres and in particular Highgate Family Hub (Children's Centre) however, the presence of workers within Highgate Hub has been exceptionally low since the start of the pandemic, reducing the opportunities for community support and informal advice.

Professional Advisors

We have sought advice throughout the year from Professional Advisors, which are:
HSBC UK, PO Box 68, 130 New Street, Birmingham, B2 4JU
Smethurst & Co LLP, 12 Abbey Road, Grimsby, DN32 0HL
Lawcall, Early Years Alliance, 50 Featherstone Street, London, EC1Y 8RT
Early Years Alliance Membership and Insurance, 50 Featherstone Street, London, EC1Y 8RT
Dataplan Payroll services, 1 Prince Albert Gardens, Grimsby DN31 3AG

FINANCIAL REVIEW

Financial review

This relates to the enclosed financial statement as agreed by the Executive Committee and in accordance with the accounting procedures determined by Companies House and the Charity Commission.

The main source of income for the pre-school groups continues to be from Flexible Funding Entitlement (FFE) for 2, 3 and 4 year old children attending our settings. We have a reasonable amount of children who are eligible to claim 30 hours funding entitlement from the term after their third birthday however, this funding can also be banked to be used during holidays at Hardys Den. Attendance has been lower for the first half of the year however, as restrictions began to ease, we looked forward to a significant increase in attendance as well as a healthy waiting list which enables us to predict future funding.

Additional income is from fees in Hardys Den and for pre-school children not eligible for FFE, those taking sessions in addition to their FFE capacity or from children who attend the pre-school lunch clubs. Fees are reviewed annually to ensure they remain affordable to parents, maintain sustainability of the provisions, reflect local pay scales and are competitive within the marketplace. As recruitment and retention of staff is becoming a growing challenge for the Early Years Sector, we recognise we need to review our pay structure whilst taking account of increases in National Minimum Wage, to ensure we attract the highest standard of candidates.

Further income is raised from fundraising activities throughout the year to enable us to enhance children's resources and experiences. Pre-school children are asked to pay a resource/consumables contribution which remained at £1 per child per session, with the majority of families paying this within the allocated timescales, in accordance with our fees policy and terms and conditions. The initial pre-school registration fee was frozen again this year despite ongoing increases in our expenditure for items such as uniform and therefore a decision was taken to only offer one item of uniform to each preschool registration with the remaining fee supporting the cost of Famly software, printing welcome booklets/ prospectus, providing badges and book-bags along with administration time for this preparation. This is reviewed as a minimal one-off cost to parents whilst Hardys Den administration fee is charged and reviewed annually. Registration fees can present a barrier for entry to our settings as parents are under increasing pressures of Cost of Living and impending fuel rate increases however the majority fully understand the reasons for this cost and we are able to support some parents with payment plans so their child's start date is not delayed. On occasions, the registration fee may be waived at the General Managers discretion due to a child's individual circumstances.

The Famly software has continued to support us with invoicing and enables parents to see their balance and payments due at a glance. Fee payments continue to be monitored to ensure we have a sustainable cash-flow. We have continued to significantly reduce cash payments for fees which has meant all payments have been made directly through online banking. This alleviates time for childcare managers and supports direct accountability and recording of payments, whilst reducing the risks of holding cash on our premises. This has not proved to be a barrier to parents with many preferring this payment method, once established however, we do also have a very low level of cash fee income. Good communication between families and the administration team ensure that we offer all opportunities for parents to pay under mutually agreed terms. Outstanding fees are a regular agenda item at committee meetings and the Finance Administrator provides updates to each setting manager to allow them to monitor payments from their own families, enabling us to make initial approaches for debtor accounts informally, often then avoiding escalation. We continue to recover debts via Money Claim Online (MCOL) online where all other attempts have failed.

The ongoing increases to the National Minimum Wage and National Living Wage, coupled with low increases in FFE funding rates continues to challenge our financial viability due to the majority of our expenditure being for staff costs. Increases in employer pension contributions are also factored into our predicted financial expectations and implemented through the Nest and Halifax pension schemes. We work closely with Dataplan to ensure we meet all requirements for HMRC payroll and have been working at moving towards fully salaried staff over recent months to provide reassurances and consistency for our teams.

Guarantors

Members of the Charitable Company guarantee to contribute an amount not exceeding £1 to the assets of the Charitable Company in the event of winding up. The total number of such Guarantors at 31st August 2022 was 112.

Reserves

Reserves are currently held to support Cleethorpes Childcare in meeting future potential expenditure:

- Recruitment and training costs
- Three months working reserves to cover staff redundancies and the winding up of the business, should this become necessary
- Increase to National Minimum & Living Wage and to pension contributions due to no planned increase in Early Years Entitlement
- Development of additional childcare provision to enhance security in lease of premises
- Unexpected/emergency costs associated with national closures and Coronavirus

FINANCIAL REVIEW

Risk Review

This year has continued proved a challenge for all charities and businesses and we recognise that we have been well placed and fortunate to have achieved as much as we have over the year. We are never complacent and continuously review our current and future market position to ensure we are in touch with the needs of the local community through completion and review of a Business Plan, Risk Analysis and regular Executive Committee meetings. Although trustees are not aware of any major risks to which the charity has been exposed, concerns have been noted regarding the rates paid to providers for Flexible Funding Entitlement in light of escalating expenditure and we constantly check the need for resource purchases as well as undertaking a full evaluation of post whenever a staff position becomes vacant.

We continue to have concerns regarding the potential a School/Academy has to cease a lease agreement, in relation to sustainability. This risk continues to be monitored and reported at committee meetings and strategies to secure continuing viability have been implemented to confirm we remain a going concern. We continue to seek security of tenure in suitable premises within our current community base and remain aware of potential and suitable properties as they become available in our local area.

The Trustees ensure the agenda for each meeting promotes full monitoring and evaluation of government / local challenges to mitigate risk and the General Manager has good national and local networks to remain aware of current and potential issues.

PLANS FOR FUTURE PERIODS

Future Sustainability

We anticipated challenges with lower birth rates in our community and continued to limit recruitment of new staff and adjust expenditure where we have been able. Continuing rising expenditure for parents as predicted fuel increases affect the cost of living has proved to reduce our overall occupancy levels. The two pre-school open days in the summer term helped to provide some public awareness of availability of places and increased our anticipated number of children for the coming year. In reality, further investment in maintenance and repairs to premises and outdoor spaces is needed however, the settings remain safe, clean and are refreshed frequently to support children's learning and adult well-being whilst we continue to seek donations and project funding.

In addition, there has been a significant increase in children needing additional support to access their learning and development. Inclusion of all children within our settings has always been a key focus on meeting our aims and objectives however this has also placed increasing challenges on staff and additional financial pressures due to increased ratio's and workloads. We anticipate we can minimise some of the impact of these increases by providing an intervention strategy programme to enable staff to provide focussed time with individual children whilst gaining new skills within the staff teams. A trial of our project will operate at Highgate Pre-school for the Autumn term and will be evaluated for impact to ensure the project meets its aims.

The premises lease at Signhills has been re-visited by the Department for Education and an interim lease was drawn up due to the time taken in processing a full renewal. Signhills Academy continue to support our service and recognise the benefits of early years provision on the site so have been able to fully support the lease renewal. Concerns around Highgate Pre-school have developed due to the adjoining Children's Centre closure in line with changing Government policies and the rooms alongside our pre-school have been unoccupied since the beginning of the Covid Lockdowns. As much as this creates uncertainty in community support for the local area, the lease currently rolls forward for Highgate Pre-school as tenants, and trustees continue to hold discussions around the lease renewal. Continuity of service for our local community and high quality and standards remain an ongoing focus for discussions at board meetings.

Our ability to react to uncertainty relies on the expertise and experience of a well-established staff team working alongside trustees. The skills balance enables us to be able to make clear and fair judgements and to address and react quickly to risks when they are presented.

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.

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.

Structure

Cleethorpes Childcare consists of:
- Signhills Pre-school
- Highgate Pre-school
- Hardys Den out-of-school club

STRUCTURE, GOVERNANCE AND MANAGEMENT

Appointment of Members

All member families are invited to attend the AGM; a member is an adult representative for a child who attends any of the settings of Cleethorpes Childcare. As in previous years, a meeting date was agreed and publicised at each of Cleethorpes Childcare provisions to allow parents and member representatives to attend. An Annual General Meeting was held in November 2021 at Signhills Academy. Several members were re-appointed with an additional member enrolling into the trustee position. Suitable checks and registrations were undertaken alongside the Trustee Induction programme to ensure all elected members fully understood their responsibilities and duties prior to the first committee meeting which followed the AGM. At the first meeting, officers were voted into post by fellow trustees. Training, both formal and informal, is offered for committee members should they wish to further develop their skills and knowledge through Educare, offered as part of our Early Years Alliance membership. In this voluntary role, committee members offer their time and expertise in the decision making of Cleethorpes Childcare. Elected members often offer practical time to carry out further duties throughout the year within the childcare provisions or through fundraising, community events (Platinum Jubilee, open days) and activities.

This year, we have once again found it particularly difficult to recruit new committee members into Cleethorpes Childcare as a knock-on effect of Coronavirus has left uncertainty and less member families. We continue to work with staff to encourage and support connections with families and identify potential new members who may become trustees. This continues year on year and has been incorporated into all meetings between staff and parents as a less formal approach to trustee recruitment with trustees also supporting open days and welcome meetings with parents to give face-to-face introductions.

Staffing

The executive committee have a responsibility to ensure that staff are employed within the company to meet company objectives. A General Manager is employed to oversee the day-to-day running of the work of Cleethorpes Childcare within each provision and in addition to this, an average of 23 members of staff have worked to provide high quality care and education for the children who have attended, offering support and information to parents and family members. There have been some changes to staff over this year as employees moved onto other posts, most of which outside the childcare sector. Trustees took a decision to support an apprenticeship from September 2021 with a second apprentice being appointed in January 2022. The apprenticeship programme has proven useful to support new interest in the childcare sector and has proven to be beneficial for Cleethorpes Childcare as candidates have progressed in their skills and education within our own ethos and sharing new and fresh ideas with their teams.

The continuing localised falling birth rates of children alongside the uncertainty for parents to share their children with others following Coronavirus pandemic impacting on the number of sessions taken and the move for home and hybrid working for families meant a pause in replacing any staff leavers as we assessed our ability to ensure long term sustainable employment. As appropriate for each individual and within a core training offer, all staff are supported to develop their skills within the organisation and internal progression is also encouraged when vacancies arise.

Trustees considered changes to working patterns, caution of families following the Pandemic and the rising numbers of children who were being identified as needing additional support with their learning and development whilst remaining sustainable and working within our aims and objectives. Trustees were extremely grateful for the flexibility, understanding, commitment, dedication to the children and each other shown by staff over this continuingly unpredictable year. Some staff continued to work from home with a steadily increasing attendance in the administration office.

The General Manager, alongside Childcare Managers, continue to report to the executive committee on a regular basis at online/virtual meetings, interspersed with face-to-face meetings, and communicated with executive members as required to deal with matters that arose during the periods between meetings.

Policies

This year there has been very little to change on our policies however the General Manager has begun to review some policies in light of post pandemic influences on the organisation. All policy changes are discussed with staff and Trustees before agreement, allowing full consultation with those who are tasked with implementation. Paper copies of policies are made available within each setting and through our website which members, staff and trustees access using a secure password acquired on joining the organisation.

The business plan and organisational risk assessment was reviewed by trustees with staff input to allow consideration for future viability of Cleethorpes Childcare, giving opportunity to look at change and potential for new projects.

REFERENCE AND ADMINISTRATIVE DETAILS

Registered Company number

04899075 (England and Wales)

Registered Charity number
1102007

Registered office
Signhills School
Hardys Road
Cleethorpes
N E Lincs
DN35 0DN

Trustees
B Rodgers-Gibbs (resigned 2.2.22)
C Moore
L Pendred
L Hammond
J Speck (resigned 2.2.22)
C Wray
S Cooper (appointed 2.2.22) (resigned 10.11.22)
C Squire (appointed 2.2.22) (resigned 1.3.22)

Independent Examiner
Mrs H Spauls FCA
ICAEW
Smethurst & Co LLP
12 Abbey Road
GRIMSBY
DN32 0HL

Bankers
HSBC
PO Box 68
130 New Street
Birmingham
West Midlands
B2 4JU

Solicitors
BG Solicitors LLP
27 Osborne Street
Grimsby
N E Lincs
DN31 1JB

Cleethorpes Childcare is a charitable company limited by guarantee, incorporated on 15 September 2003 and registered as a charity on 10 February 2004.

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

Approved by order of the board of trustees on 30 January 2023 and signed on its behalf by:

C Moore - Trustee

Independent examiner's report to the trustees of Cleethorpes Childcare ('the Company')
I report to the charity trustees on my examination of the accounts of the Company for the year ended 31 August 2022.

Responsibilities and basis of report
As the charity's trustees of the Company (and also its directors for the purposes of company law) you are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006 ('the 2006 Act').

Having satisfied myself that the accounts of the Company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of your charity's accounts as carried out under Section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination I have followed the Directions given by the Charity Commission under Section 145(5) (b) of the 2011 Act.

Independent examiner's statement
Since your charity's gross income exceeded £250,000 your examiner must be a member of a listed body. I can confirm that I am qualified to undertake the examination because I am a registered member of ICAEW which is one of the listed bodies.

I have completed my examination. I confirm that no matters have come to my attention in connection with the examination giving me cause to believe:

1. accounting records were not kept in respect of the Company as required by Section 386 of the 2006 Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the accounting requirements of Section 396 of the 2006 Act other than any requirement that the accounts give a true and fair view which is not a matter considered as part of an independent examination; or
4. the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities (applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)).

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.

Mrs H Spauls FCA
ICAEW
Smethurst & Co LLP
12 Abbey Road
GRIMSBY
DN32 0HL

2 February 2023

CLEETHORPES CHILDCARE

STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 31 AUGUST 2022

	Notes	Unrestricted fund £	Designated fund £	Restricted fund £	31.8.22 Total funds £	31.8.21 Total funds £
INCOME AND ENDOWMENTS FROM						
Incoming resources from charitable activities		309,336	-	13,828	323,164	291,925
Activities for generating funds	2	1,694	-	-	1,694	1,273
Total		311,030	-	13,828	324,858	293,198
EXPENDITURE ON						
Costs of generating funds		696	-	-	696	1,743
Charitable activities						
Childcare		284,277	-	13,828	298,105	292,025
Premises costs		24,696	1,067	-	25,763	36,623
Total		309,669	1,067	13,828	324,564	330,391
NET INCOME/(EXPENDITURE)		1,361	(1,067)	-	294	(37,193)
RECONCILIATION OF FUNDS						
Total funds brought forward		69,926	1,067	-	70,993	108,186
TOTAL FUNDS CARRIED FORWARD		71,287	-	-	71,287	70,993

The notes form part of these financial statements

BALANCE SHEET
31 AUGUST 2022

	Notes	31.8.22 £	31.8.21 £
FIXED ASSETS			
Tangible assets	6	3,598	5,194
CURRENT ASSETS			
Stocks	7	696	702
Debtors	8	6,479	9,786
Cash at bank and in hand		108,741	110,730
		115,916	121,218
CREDITORS			
Amounts falling due within one year	9	(48,227)	(55,419)
NET CURRENT ASSETS		67,689	65,799
TOTAL ASSETS LESS CURRENT LIABILITIES		71,287	70,993
NET ASSETS		71,287	70,993
FUNDS	12		
Unrestricted funds		71,287	70,993
TOTAL FUNDS		71,287	70,993

The charitable company is entitled to exemption from audit under Section 477 of the Companies Act 2006 for the year ended 31 August 2022.

The members have not required the company to obtain an audit of its financial statements for the year ended 31 August 2022 in accordance with Section 476 of the Companies Act 2006.

The trustees acknowledge their responsibilities for

(a) ensuring that the charitable company keeps accounting records that comply with Sections 386 and 387 of the Companies Act 2006 and

(b) preparing financial statements which give a true and fair view of the state of affairs of the charitable company as at the end of each financial year and of its surplus or deficit for each financial year in accordance with the requirements of Sections 394 and 395 and which otherwise comply with the requirements of the Companies Act 2006 relating to financial statements, so far as applicable to the charitable company.

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 on 30 January 2023 and were signed on its behalf by:

C Moore - Trustee

The notes form part of these financial statements

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.

Income
Grants are recognised in full in the Statement of Financial Activities in the year in which they are receivable.

Donations and gifts are recognised in the Statement of Financial Activities when received.

Incoming resources for the provision of pre-school places and from investments are recognised in full in the Statement of Financial Activities when receivable.

Resources expended
Resources expended are recognised in the period in which they are incurred.

Tangible fixed assets
Tangible fixed assets are stated at cost (or deemed cost) or valuation less accumulated depreciation and accumulated impairment losses.

Depreciation is provided on all tangible fixed assets at rates calculated to write off their cost, less estimated residual value, of each asset on a systematic basis over their expected useful lives as follows -

Land and buildings	-	20% on reducing balance or over lease term
Fixtures, fittings and equipment	-	20% on cost

Fixed assets are not capitalised if they cost less than £100.

Stocks
Stocks are valued at the lower of cost and net realisable value, after making due allowance for obsolete and slow moving items.

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

Fund accounting
Unrestricted funds are donations and other incoming resources receivable or generated for the objects of the charity without further specified purpose and are available as general funds.

Designated funds are unrestricted funds earmarked by the management committee for particular purposes.

Restricted funds are to be used for specific purposes as laid down by the donor. Expenditure which meets these criteria is charged to the fund, together with a fair allocation of management and support costs.

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.

Leasing commitments
Rents payable under leases are charged to the Statement of Financial Activities on a straight line basis over the period of the lease.

2. ACTIVITIES FOR GENERATING FUNDS

	31.8.22	31.8.21
	£	£
Fundraising events	933	416
Uniform sales	761	857
	1,694	1,273

3. NET INCOME/(EXPENDITURE)

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

	31.8.22	31.8.21
	£	£
Depreciation - owned assets	2,631	7,790

4. TRUSTEES' REMUNERATION AND BENEFITS

	31.8.22	31.8.21
	£	£
Trustees' salaries	27,979	27,295
Trustees' social security	2,730	2,551
Trustees' pension contributions to money purchase schemes	838	1,092
	31,547	30,938

The memorandum of association updated in May 2017 allows trustees of the charity to be a paid employee of the charity, but no trustee can be paid for their duties as a trustee.

Lorna Pendred has been paid for her employment as the general manager of the charity.

Trustees' expenses

There were no trustees' expenses paid for the year ended 31 August 2022 nor for the year ended 31 August 2021.

5. STAFF COSTS

	31.8.22	31.8.21
	£	£
Wages and salaries	243,780	244,088
Social security costs	13,554	11,461
Other pension costs	9,772	10,315
	267,106	265,864

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

	31.8.22	31.8.21
Furtherance of the entity's activities	20	19
Management and administration	3	3
	23	22

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

6. TANGIBLE FIXED ASSETS

	Land and buildings £	Fixtures, fittings and equipment £	Totals £
COST			
At 1 September 2021	42,291	43,713	86,004
Additions	-	1,035	1,035
At 31 August 2022	42,291	44,748	87,039
DEPRECIATION			
At 1 September 2021	41,029	39,781	80,810
Charge for year	1,106	1,525	2,631
At 31 August 2022	42,135	41,306	83,441
NET BOOK VALUE			
At 31 August 2022	156	3,442	3,598
At 31 August 2021	1,262	3,932	5,194

7. STOCKS

	31.8.22 £	31.8.21 £
Stocks	696	702

8. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	31.8.22 £	31.8.21 £
Trade debtors	5,916	4,181
Other debtors	563	5,605
	6,479	9,786

9. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	31.8.22 £	31.8.21 £
Trade creditors	897	(78)
Social security and other taxes	-	3,572
Other creditors	11,404	10,579
Accruals and deferred income	35,926	41,346
	48,227	55,419

10. LEASING AGREEMENTS

The following operating lease payments are committed to be paid:

	Land and Buildings	
	31.8.22 £	31.8.21 £
Expiring:		
Within one year	6,863	7,790
Between one and five years	28,737	-

11. ANALYSIS OF NET ASSETS BETWEEN FUNDS

	Unrestricted fund	Designated fund	Restricted fund	31.8.22 Total funds	31.8.21 Total funds
	£	£	£	£	£
Fixed assets	3,598	-	-	3,598	5,194
Current assets	115,916	-	-	115,916	121,218
Current liabilities	(48,227)	-	-	(48,227)	(55,419)
	71,287	-	-	71,287	70,993

12. MOVEMENT IN FUNDS

	At 1.9.21	Net movement in funds	At 31.8.22
	£	£	£
Unrestricted funds			
General fund	69,926	1,361	71,287
Designated fund	1,067	(1,067)	-
	70,993	294	71,287
TOTAL FUNDS	70,993	294	71,287

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

	Incoming resources	Resources expended	Movement in funds
	£	£	£
Unrestricted funds			
General fund	311,030	(309,669)	1,361
Designated fund	-	(1,067)	(1,067)
	311,030	(310,736)	294
Restricted funds			
Restricted fund	13,828	(13,828)	-
TOTAL FUNDS	324,858	(324,564)	294

Comparatives for movement in funds

	At 1.9.20	Net movement in funds	At 31.8.21
	£	£	£
Unrestricted funds			
General fund	100,707	(30,781)	69,926
Designated fund	7,467	(6,400)	1,067
	108,174	(37,181)	70,993
Restricted funds			
Restricted fund	12	(12)	-
TOTAL FUNDS	108,186	(37,193)	70,993

12. MOVEMENT IN FUNDS - continued

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

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	286,451	(317,232)	(30,781)
Designated fund	-	(6,400)	(6,400)
	286,451	(323,632)	(37,181)
Restricted funds			
Restricted fund	6,747	(6,759)	(12)
TOTAL FUNDS	293,198	(330,391)	(37,193)

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

	At 1.9.20 £	Net movement in funds £	At 31.8.22 £
Unrestricted funds			
General fund	100,707	(29,420)	71,287
Designated fund	7,467	(7,467)	-
	108,174	(36,887)	71,287
Restricted funds			
Restricted fund	12	(12)	-
TOTAL FUNDS	108,186	(36,899)	71,287

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 £	Movement in funds £
Unrestricted funds			
General fund	597,481	(626,901)	(29,420)
Designated fund	-	(7,467)	(7,467)
	597,481	(634,368)	(36,887)
Restricted funds			
Restricted fund	20,575	(20,587)	(12)
TOTAL FUNDS	618,056	(654,955)	(36,899)

Purposes of designated and restricted funds

Restricted funds includes amounts received to assist with the inclusion of children and to provide free holiday provision for children entitled to free school meals.

Designated funds brought forward represent the carrying value of the new building at Signhills.

The balances relating to capital expenditure are adjusted each year in line with the depreciation of the assets acquired.

13. RELATED PARTY DISCLOSURES

There were no related party transactions for the year ended 31 August 2022.

	31.8.22 £	31.8.21 £
INCOME AND ENDOWMENTS		
Incoming resources from charitable activities		
Nursery Education Grant	230,949	175,822
Other grants & donations	7,241	47,229
Fees from parents	84,974	68,874
	323,164	291,925
Activities for generating funds		
Fundraising events	933	416
Uniform sales	761	857
	1,694	1,273
Total incoming resources	324,858	293,198
EXPENDITURE		
Fundraising		
Purchases for resale	696	1,743
Charitable activities		
Wages	193,855	190,527
Social security	9,791	7,854
Pensions	8,934	9,223
Training	1,144	1,154
Consumables	4,063	2,726
Books, toys and games	4,916	2,923
Lunch costs and refreshments	4,342	2,199
Bad debts	386	3,315
Stationery	3,062	3,260
Telephone	2,455	2,549
Insurance	1,342	1,318
Subscriptions	2,979	2,847
Sundry expenses	2,693	483
	239,962	230,378
Premises costs		
Rent and rates	22,833	28,765
Repairs and renewals	299	68
Depreciation of tangible fixed assets	2,631	7,790
	25,763	36,623
Support costs		
Finance		
Bank charges	40	-
Other		
Trustees' salaries	27,979	27,295
Trustees' social security	2,730	2,551
Trustees' pension contributions	838	1,092
Carried forward	31,547	30,938

	31.8.22 £	31.8.21 £
Other		
Brought forward	31,547	30,938
Wages	21,946	26,266
Social security	1,033	1,056
Accountancy	2,220	2,160
Payroll	1,357	1,227
	58,103	61,647
Total resources expended	324,564	330,391
Net income/(expenditure)	294	(37,193)

CLEETHORPES CHILDCARE

England & Wales - Charity number 1102007

Accounts

REGISTERED COMPANY NUMBER: 04899075 (England and Wales)
REGISTERED CHARITY NUMBER: 1102007

REPORT OF THE TRUSTEES AND

UNAUDITED FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 AUGUST 2021

FOR

CLEETHORPES CHILDCARE

CLEETHORPES CHILDCARE

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FOR THE YEAR ENDED 31 AUGUST 2021

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REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31 AUGUST 2021

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 August 2021. 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).

OBJECTIVES AND ACTIVITIES

The Charitable Objectives of Cleethorpes Childcare are:

In accordance with the Aims of the adopted Memorandum and Articles of Association of the Pre-school Learning Alliance:

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, education and care 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 whatever their race, culture, religion, means or ability
- Encouraging the study of the needs of such children and their families and promoting public interest in and recognition of such needs
- Instigating and adhering to and furthering the aims of the Pre-school Learning Alliance

Activities:

The Work of the Executive Committee

The trustees confirm they have referred to the guidance contained in the Charity's Commission's guidance on public benefit when reviewing the charity's aims and objectives and in planning future activities.

Professional memberships & advisors

We continue as members of the Early Years Alliance (formerly Pre-school Learning Alliance), a membership organisation offering online training and regular updates of information and advice relating to the Early Years Sector which supports the development of services within Cleethorpes Childcare. The General Manager continues to represent Cleethorpes Childcare as a trustee for the national Charity.

HR service advice and support has been identified through Beetenson & Gibbon Solicitors on an as-and-when basis which meets our requirements alongside the Lawcall advice service we continue to access through our Early Years Alliance membership.

Fundraising and events

The Fundraising and Events sub-committee have not met this year as we were unable to hold any public events or have visitors into the setting during the pandemic. This has impacted significantly on activities and events which support fundraising and very little activity has taken place over the year. Trustees are aware of financial impacts Coronavirus has had on families too and will be looking at ways we will be able to redress some of the regular events we have held in previous years.

Welcome meetings were again held with parents individually outdoors to ensure we maintained appropriate distancing and hygiene, following on from positive feedback last year. Childcare Managers worked alongside each child's keyperson to check paperwork and registrations, discuss any concerns and support settling their child into a setting which many had not seen inside. This supported new families and children with a smooth transition and reassured parents of our level of care, and specific measures we had in place to protect children, parents and staff.

Easyfundraising is proving to be a small but steady income received from retailer donations when parents/ staff purchase through the Easyfundraising app. As this requires only general promotion to families, this has very minimal effort to support our fundraising efforts.

Concerts at Christmas and end of year were not able to be held due to continued Coronavirus restrictions on event numbers, however, we "raffled" Christmas hampers which were donated to us and raised a small amount of funds to support replacement of resources such as books and toys. Staff also produced a lovely video of them taking turns to read "The night before Christmas" and we held an online Christmas sing along for children and families who thoroughly enjoyed joining in.

OBJECTIVES AND ACTIVITIES

Public relations and marketing

Although word of mouth has, as always, proved to be our widest source of publicity, we also receive free advertising from Families First, a service provided by North East Lincolnshire Council. Families First support families accessing free funding entitlements, giving out a list of all registered providers within the authority. They also have a Facebook page and website. This year, they have again enabled individual providers to advertise through their Facebook page to promote parental take up of childcare due to Coronavirus issues regarding parental confidence and low levels of interactions between settings who were unable to hold events such as open days. This has been accessed by both Highgate and Signhills Pre-schools however, has appeared to have made very little difference to either setting. As always, many parents access our settings for their youngest children once a child moves on to school and so we remain confident that our service continues to meet the needs of our community.

The Famly app has continued to grow and the communication aspect of this has been utilised more during the pandemic with regular newsfeed posts and personal messages between staff and parents. Facebook and our website www.cleethorpeschildcare.co.uk are our main methods of communicating awareness of our organisation to the general public and have proved to be beneficial in offering enquiry forms to register for childcare places where we have followed up to offer places in accordance with both demand for places and availability alongside staff working patterns.

We continue to value the close relationships we share with our local Academies and Children's Centres and are grateful for their promotion of our services through distribution of our contact and event details.

ACHIEVEMENT AND PERFORMANCE

General

This year we have focussed on consolidation and maintaining presence within the community to promote long term sustainability in unpredictable pandemic circumstances.

We have continued to utilise the internal communication between parents and staff via Famly and continue to see a steady growth in the way parents and carers use different areas of the software.

Our work with Intergenerational projects such as toddler group at Rivelin Care home, alongside our search for security in premises and/or expansion of provision have been on hold this year whilst we focussed on maintaining viability during Coronavirus. We anticipate these will be revised and reviewed once a more certain market is established.

We have continued to invest in our staff development, supporting relevant and core training at all levels within the organisation. Our apprentices continued to work towards level 3 and we were able to extend their contracts to cover beyond their training period.

We were successful in supporting the DfE Holiday Activities and Food (HAF) programme at Hardys Den for four weeks over the summer holidays, enabling children who would be eligible for free school meals to access regular food and health promotion activities. Staff rose to the challenge of boosting the number of children attending each session and provided exciting meals, snacks and activities in line with the ethos of Hardys Den which fully supported the HAF programme. A total of 18 children were fully funded and supported over the summer holidays, in addition to children who regularly attended and positive feedback was received from both children, parents and staff, with children trying a range of foods new to them such as salmon and vegetarian sausages; and enjoying challenges and making new friends. HAF was promoted directly through Signhills Academies although Hardys Den also had a number of children attending from different schools which broadened our community reach.

ACHIEVEMENT AND PERFORMANCE

Inclusion

This year staff have continued to support one child with one-to-one care and education, accessing Early Years Inclusion Funding to support this work. Offering care at this level incurs additional staffing, meetings, support for the family, training and paperwork, all of which have been undertaken by knowledgeable, caring and professional staff. The funding received does not fully cover the cost of delivering one-to-one care for a child and we only apply for additional support where children are unable to be fully integrated into the setting without it.

We are unable to access any funding for out of school and holiday care sessions however, we often find ourselves supporting the individual needs of school age children with working parents or who need some respite and incorporate these children into everything we offer within Hardys Den.

We continue to see an increase in children who need low level additional support for communication and for those who have professional external intervention such as Social Workers for Child Protection. We have named Special Educational Needs Co-ordinators (SENCo's) in each setting and each setting Manager, Deputy Manager and SENCo are trained at Level 2 in Safeguarding to enable us to professionally support children and their families through specific strategies and interventions. These qualified staff are able to support other team members with signposting, monitoring, report writing and interventions on a daily basis which leads to a second nature approach to inclusion and respect and dignity for children and families.

Setting managers and SENCo's attend regular network, webinars and training meetings, more recently in a virtual capacity, and disseminate information and knowledge to the rest of their staff team to enhance best practice in meeting the individual needs of all children attending our settings. The local authority Inclusion Support team offer additional in-setting knowledge, support and advice to ensure we maintain procedures in line with the SEN Code of Practice. We have also gained professional support from Child Development Centre and Speech and Language therapists, which further enhance the services we provide for all families.

We have received Early Years Pupil Premium (EYPP) funding this year however this remains an unpredictable amount which is received almost a term after a child becomes eligible. This fund is granted with parental permission for 3 & 4 year old children, whose parents meet set criteria and is used to provide financial or developmental support for children in need. This year we have continued to develop staff training and provided additional staff within higher than required ratios to enhance children's learning experiences and opportunities with the aim of children gaining the best start in their education. EYPP has also supported additional staff time for increased communication/contact with parents and families.

Quality Assurance

The General Manager works alongside each setting manager to monitor and evaluate practice within each childcare provision, in turn informing staff development and progression.

We have worked extremely hard to manage and maintain the quality in all of our provisions this year whilst reacting to the impact of Covid-19.

North East Lincolnshire Local Authority continued to provide support for our settings through Early Years Teacher/ Advisor/ Area SENCO input. Managers work alongside the advisor to enhance quality and promote excellent practice within the settings. We continue to hold regular staff meetings, where some staff continue to attend virtually, to disseminate information and address areas for improvements. Individual staff members are supported in development through induction, 1-1 meetings and role supervisions.

ACHIEVEMENT AND PERFORMANCE

Staff Training and Development

Staff members undertake and update core elements of training to support their professional development which includes Safeguarding, Paediatric First Aid, Understanding and Addressing Behaviour, Prevent duty and Food Hygiene & Safety in the form of a short course, workshop or online training refresher through Educare.

Staff members have received support to undertake training courses, and workshops over the year including:

Safeguarding (inc. refresher)	Level 1 (6 member)
Safeguarding (inc. refresher)	Level 2 (4 members)
Paediatric First Aid	Level 3 (7 members)
Food Hygiene	Level 2 (5 members)
Early Years & Childcare (Apprenticeship)	Level 3 (2 members)
Prevent Duty	(7 members)
EYFS 2021 - internal training	(19 members)

Staff undertaking training are supported financially and with workplace release and at degree level with additional mentor support meetings.

A revision to the Early Years Foundation Stage Guidance has required us to support staff to be able to implement changes in practice before September 2021. This has been provided through additional time at staff meetings where whole setting discussions regarding change and implementation took place with a shift in focus on delivery of learning opportunities for the children. Changes to planning and delivery were agreed for implementation from September with Managers undertaking a shift in work balance to ensure we maintain the high standards of care and individual support for children which is required, and expected from our settings. We feel well placed to deliver these changes, particularly as each setting may receive a visit from Ofsted as due on their inspection cycle.

The General Manager has continued her representation to the Early Years Alliance throughout this year as a Trustee for the national organisation and a member of the Audit Committee though due to Coronavirus, representation at meetings has been virtual. Committee members recognise and support these roles for the General Manager's continuing development as information and skills are shared and developed for the benefit of both organisations.

Induction for new committee members took place in January 2021, following the Annual General Meeting elections. Members commented that they found this a very useful refresher and overview of the organisation, and that it helps them to better understand their roles and responsibilities.

Students and Volunteer Placements

Placement for students has been restricted this year due to the Coronavirus pandemic limiting visitors to the setting.

Due to limitations on events and activities over the year, an estimated total of 80 volunteer hours and no student volunteer hours have been undertaken.

Visitors and liaisons

We continue to work with other professionals although we have not had any visitors into settings due to Coronavirus. Virtual meetings and correspondence have continued with some level of support from Early Years and Inclusion team, Speech & Language therapists, Early Help team and social care teams.

The General Manager continues to represent our organisation and the private, voluntary and independent sector (PVI) at Schools Forum where decisions affecting the allocation of government finance for educational sectors takes place. These meetings have also been held virtually over this year due to Coronavirus restrictions.

Cleethorpes Childcare continues to operate as a preferred provider for The Hub Children's Centres and in particular Highgate Children's Centre. Informal meetings have taken place to ensure the Children's Centre remit of family support, health, safeguarding and partnership working is met through partnership engagement.

Professional Advisors

We have sought advice throughout the year from Professional Advisors, which are:
HSBC UK, PO Box 68, 130 New Street, Birmingham, B2 4JU
Smethurst & Co LLP, 12 Abbey Road, Grimsby, DN32 0HL
Lawcall, Early Years Alliance, 50 Featherstone Street, London, EC1Y 8RT
Early Years Alliance Membership and Insurance, 50 Featherstone Street, London, EC1Y 8RT
Dataplan Payroll services, 1 Prince Albert Gardens, Grimsby DN31 3AG

FINANCIAL REVIEW

Financial review

This relates to the enclosed financial statement as agreed by the Executive Committee and in accordance with the accounting procedures determined by Companies House and the Charity Commission.

The main source of income for the pre-school groups continues to be from Free Funding Entitlement (FFE) for 2, 3 and 4 year old children attending our settings, which has fortunately been supported through Government and has continued during the Coronavirus pandemic. We have a reasonable amount of children who are eligible to claim 30 hours funding entitlement from the term after their third birthday however, this funding is often banked to be used during holidays at Hardys Den. Attendance has been lower for the first half of the year however, as restrictions began to ease, we looked forward to a significant increase in attendance as well as a healthy waiting list which enables us to predict future funding.

Additional income is from fees in Hardys Den and for pre-school children not eligible for FFE, those taking sessions in addition to their FFE capacity or from children who attend the pre-school lunch clubs. Fees are reviewed annually to ensure they remain affordable to parents, maintain sustainability of the provisions, reflect local pay scales and are competitive within the marketplace. Further income is raised from fundraising activities throughout the year to enable us to enhance children's resources and experiences. Pre-school children are asked to pay a resource/consumables contribution which was reviewed and increased to £1 per child per session, with the majority of families paying this within the allocated timescales, in accordance with our fees policy and terms and conditions. The initial pre-school registration fee was frozen this year despite ongoing increases in our expenditure for items such as uniform and therefore a decision was taken to only offer one item of uniform to each preschool registration with the remaining fee supporting the cost of Famly software, printing welcome booklets/ prospectus, providing badges and book-bags along with administration time for this preparation. This is reviewed as a minimal one-off cost to parents whilst Hardys Den administration fee is charged and reviewed annually. Registration fees do not present a barrier for entry to our settings as parents fully understand the reasons for this cost and we are able to support parents with scheduled payments so their child's start date is not delayed however, on occasions, the registration fee may be waived at the General Managers discretion due to a child's individual circumstances.

The Famly software has continued to support us with our invoicing and to enable parents to see their balance and payments due at a glance. Fee payments continue to be monitored to ensure we have a sustainable cash-flow. We have been unable to accept cash payments for fees during the pandemic which has meant all payments have been made directly through online banking which also alleviates time for childcare managers and supports direct accountability and recording of payments, whilst reducing the risks of holding cash on our premises. This has not proved to be a barrier to parents with many preferring this payment method, once established. Good communication between families and the administration team ensure that we offer all opportunities for parents to pay under mutually agreed terms. Outstanding fees are a regular agenda item at committee meetings and the Finance Administrator provides updates to each setting manager to allow them to monitor payments from their own families, enabling us to make initial approaches for debtor accounts informally, often then avoiding escalation. We continue to recover debts via HMRC online where all other attempts have failed.

The ongoing increases to the National Minimum Wage and National Living Wage, coupled with low increases in FFE funding rates continues to challenge our financial viability due to the majority of our expenditure being for staff costs. Trustees again reviewed the staff payroll structure to account for future potential increases which impact on the differentials between rates paid for each level of job responsibility, whilst recognising qualifications and potential progression opportunities through the organisation, which in turn provides job security. Any increase in employer pension contributions are also factored into our predicted financial expectations and implemented through the Nest and Halifax pension schemes. We work closely with Dataplan to ensure we meet all requirements for HMRC payroll.

Guarantors

Members of the Charitable Company guarantee to contribute an amount not exceeding £1 to the assets of the Charitable Company in the event of winding up. The total number of such Guarantors at 31st August 2021 was 155.

Reserves

Reserves are currently held to support Cleethorpes Childcare in meeting future potential expenditure:

- Recruitment and training costs
- Three months working reserves to cover staff redundancies and the winding up of the business, should this become necessary
- Increase to National Minimum & Living Wage and to pension contributions due to no planned increase in Early Years Entitlement
- Development of additional childcare provision to enhance security in lease of premises
- Unexpected/emergency costs associated with national closures and Coronavirus

FINANCIAL REVIEW

Risk Review

This year has proved a challenge for all charities and businesses and we recognise that we have been well placed and fortunate to have achieved as much as we have over the year. We are never complacent and continuously review our current and future market position to ensure we are in touch with the needs of the local community through completion and review of a Business Plan, Risk Analysis and regular Executive Committee meetings. Although trustees are not aware of any major risks to which the charity has been exposed, concerns have been noted regarding the rates paid to providers for Free Funding entitlement in light of escalating expenditure and we constantly check the need for purchases alongside a full evaluation whenever a staff post becomes vacant.

We continue to have concerns regarding the potential a School/Academy has to cease a lease agreement, in relation to sustainability. This risk continues to be monitored and reported at committee meetings and strategies to secure continuing viability have been implemented to confirm we remain a going concern. We continue to seek security of tenure in suitable premises within our current community base.

The Trustees ensure the agenda for each meeting promotes full monitoring and evaluation of government / local challenge to mitigate risk.

PLANS FOR FUTURE PERIODS

Future Sustainability

We anticipated challenges with lower birth rates in our community and were prepared for this by way of limited recruitment of new staff and continuing to adjust expenditure where we were able. In reality, the Coronavirus Job Retention Scheme (furlough) and FFE funding have supported Cleethorpes Childcare throughout the Covid pandemic and, providing government continue to fund 2, 3 and 4 year old childcare places with annual increases in funding rates, we will be able to make appropriate physical and financial adaptations for the foreseeable future.

We are aware our premises leases are approaching renewal at Signhills and Highgate Pre-schools and discussions have begun to secure a further lease with Signhills whilst further work needs to be done to engage with the Local Authority regarding Highgate. Consolidation of service and quality remain an ongoing focus.

Our ability to react to uncertainty relies on the expertise and experience of a well established staff team working alongside trustees. Though none have previous experience of working through a pandemic, the skills balance enables us to be able to make clear and fair judgements and to address and react quickly to risks when they are presented.

Trustees recognise the challenges in continuing to meet the needs of the community and identify potential expansion within the current and/or new provisions. The annual increases to National Minimum Wage alongside low increases in funding rates pushes increasing expenditure onto parents and we continually aim to mitigate the impact of this. We do feel confident that, with the knowledge and experience within the organisation, partnerships and community involvement, representations to local and national networks and the long established record of quality provision, we remain flexible, well placed in the childcare market and review our services accordingly.

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.

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.

Structure

Cleethorpes Childcare consists of:
- Signhills Pre-school
- Highgate Pre-school
- Hardys Den out-of-school club
- Cleethorpes Childcare Crèche Services
- Intergenerational Toddler Groups

STRUCTURE, GOVERNANCE AND MANAGEMENT

Appointment of Members

All member families are invited to attend the AGM; a member is an adult representative for a child who attends any of the settings of Cleethorpes Childcare. As in previous years, a meeting date was agreed and publicised at each of Cleethorpes Childcare provisions to allow parents and member representatives to attend. An Annual General Meeting was held in November 2020 via Teams online due to Covid restrictions on meeting numbers. Members were re-appointed with an additional member enrolling into the trustee position. Suitable checks and registrations were undertaken alongside the Trustee Induction programme to ensure all elected members fully understood their responsibilities and duties prior to the first committee meeting which followed the AGM. At the first meeting, officers were voted into post by fellow trustees. Training, both formal and informal, is offered for committee members should they wish to further develop their skills and knowledge through Educare, offered as part of our Early Years Alliance (formerly Pre-school Learning Alliance) membership. In this voluntary role, committee members offer their time and expertise in the decision making of Cleethorpes Childcare. Elected members often offer practical time to carry out further duties throughout the year within the childcare provisions or through fundraising, community events and activities.

This year, we have found it particularly difficult to recruit new committee members into Cleethorpes Childcare due to Coronavirus as we have less member families alongside infrequent opportunities to fully engage with families in a less formal way. We continue to work with staff to encourage and support connections with families and identify potential new members who may become trustees. This continues year on year and has been incorporated into all meetings between staff and parents as a less formal approach to trustee recruitment.

Staffing

The executive committee have a responsibility to ensure that staff are employed within the company to meet company objectives. A General Manager is employed to oversee the day-to-day running of the work of Cleethorpes Childcare within each provision and in addition to this, an average of 21 members of staff have worked to provide high quality care and education for the children who have attended, offering support and information to parents and family members. The number of staff has reduced this year as employees moved onto other posts, none of which were in the childcare sector. The continuing localised falling birth rates of children alongside the uncertainty of Coronavirus restrictions impacting on uncertainty to ensure long term sustainable employment means we have not recruited into these positions. We continued with our support for two Level 3 Early Years apprentices who completed their qualifications in December 2020. As appropriate for each individual and within a core training offer, all staff are supported to develop their skills within the organisation and internal progression is also encouraged when vacancies arise.

The Coronavirus pandemic, lockdowns and imposed closures continued to create an uncertain future for Cleethorpes Childcare. Trustees reviewed every change of guidance from government to consider the risks and opportunities provided to continue to work within our aims and objectives. We continued to access Coronavirus Job Retention Scheme (CJRS) for many staff though this was mainly part time furlough to top up and retain staff to provide security of employment and consistency in staffing for future periods. Announcements made for guidance changes at the beginning of January 2021 led to individual discussions with staff to ensure they were fully aware of the risks involved in returning to work due to Early Years settings opening for all children to attend who's parents wished them to, when all other educational settings were ordered to close. Trustees were extremely grateful and proud of the hard work and dedication to the children and each other shown by staff over this difficult year as the challenges were tackled face-on and changes to practice were implemented to the highest levels to maintain the safest working environment possible. The General Manager remained in contact with staff at regular intervals via personal phone calls and newsfeed updates on the Famly software. Some staff continued to work from home either part time or fully with regular "check-ins" to support communication and wellbeing.

The General Manager, alongside Childcare Managers, continued to report to the executive committee on a regular basis at online/virtual meetings and communicated with executive members as required to deal with matters that arose during the periods between meetings. As physical meetings were not able to be held, regular monthly dates were set for virtual meetings via Teams to ensure organisational business could be maintained and we could continue to react quickly to guidance changes.

Policies

All policies and procedures have been reviewed this year in light of changes regarding health and safety due to Coronavirus and changes to impending Early Years Foundation Stage Guidance updates. All policy changes were discussed with staff and Trustees before agreement, allowing full consultation with those who are tasked with implementation. Paper copies of policies are made available within each setting and through our website which members, staff and trustees access using a secure password acquired on joining the organisation.

Risk assessments were reviewed regularly with full updates being communicated to trustees and staff to support wellbeing and safety within our childcare provisions.

Organisational risk assessment and business plan have been reviewed and revised over this year to ensure Trustees were confident in our marketplace position and to identify where future investments and opportunities may arise and to maintain a sustainable and viable business.

REFERENCE AND ADMINISTRATIVE DETAILS

Registered Company number
04899075 (England and Wales)

Registered Charity number
1102007

Registered office
Signhills School
Hardys Road
Cleethorpes
N E Lincs
DN35 0DN

Trustees
B Rodgers-Gibbs
T Whitehead (resigned 18.11.20)
C Moore
L Pendred
K Scott (resigned 18.11.20)
L Hammond
J Speck (appointed 21.4.21)
C Wray (appointed 18.11.20)

Independent Examiner
Mrs H Spauls FCA
ICAEW
Smethurst & Co LLP
12 Abbey Road
GRIMSBY
DN32 0HL

Bankers
HSBC
PO Box 68
130 New Street
Birmingham
West Midlands
B2 4JU

Solicitors
BG Solicitors LLP
27 Osborne Street
Grimsby
N E Lincs
DN31 1JB

Cleethorpes Childcare is a charitable company limited by guarantee, incorporated on 15 September 2003 and registered as a charity on 10 February 2004.

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

STATEMENT OF TRUSTEES' RESPONSIBILITIES

The trustees (who are also the directors of Cleethorpes Childcare 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).

STATEMENT OF TRUSTEES' RESPONSIBILITIES - continued

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.

Approved by order of the board of trustees on 8 November 2021 and signed on its behalf by:

C Moore - Trustee

Independent examiner's report to the trustees of Cleethorpes Childcare ('the Company')
I report to the charity trustees on my examination of the accounts of the Company for the year ended 31 August 2021.

Responsibilities and basis of report
As the charity's trustees of the Company (and also its directors for the purposes of company law) you are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006 ('the 2006 Act').

Having satisfied myself that the accounts of the Company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of your charity's accounts as carried out under section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination I have followed the Directions given by the Charity Commission under section 145(5) (b) of the 2011 Act.

Independent examiner's statement
Since your charity's gross income exceeded £250,000 your examiner must be a member of a listed body. I can confirm that I am qualified to undertake the examination because I am a registered member of ICAEW which is one of the listed bodies.

I have completed my examination. I confirm that no matters have come to my attention in connection with the examination giving me cause to believe:

1. accounting records were not kept in respect of the Company as required by section 386 of the 2006 Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the accounting requirements of section 396 of the 2006 Act other than any requirement that the accounts give a true and fair view which is not a matter considered as part of an independent examination; or
4. the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities (applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)).

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.

Mrs H Spauls FCA
ICAEW
Smethurst & Co LLP
12 Abbey Road
GRIMSBY
DN32 0HL

10 November 2021

CLEETHORPES CHILDCARE

STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 31 AUGUST 2021

	Notes	Unrestricted fund £	Designated fund £	Restricted fund £	31.8.21 Total funds £	31.8.20 Total funds £
INCOME AND ENDOWMENTS FROM						
Incoming resources from charitable activities		285,178	-	6,747	291,925	353,666
Activities for generating funds	2	1,273	-	-	1,273	1,346
Other income		-	-	-	-	1,000
Total		286,451	-	6,747	293,198	356,012
EXPENDITURE ON						
Costs of generating funds		1,743	-	-	1,743	1,570
Charitable activities						
Childcare		285,278	-	6,747	292,025	303,932
Premises costs		30,211	6,400	12	36,623	45,186
Total		317,232	6,400	6,759	330,391	350,688
NET INCOME/(EXPENDITURE)		(30,781)	(6,400)	(12)	(37,193)	5,324
RECONCILIATION OF FUNDS						
Total funds brought forward		100,707	7,467	12	108,186	102,862
TOTAL FUNDS CARRIED FORWARD		69,926	1,067	-	70,993	108,186

The notes form part of these financial statements

BALANCE SHEET
31 AUGUST 2021

	Notes	31.8.21 £	31.8.20 £
FIXED ASSETS			
Tangible assets	6	5,194	12,984
CURRENT ASSETS			
Stocks	7	702	321
Debtors	8	9,786	15,354
Cash at bank and in hand		110,730	121,239
		121,218	136,914
CREDITORS			
Amounts falling due within one year	9	(55,419)	(41,712)
NET CURRENT ASSETS		65,799	95,202
TOTAL ASSETS LESS CURRENT LIABILITIES		70,993	108,186
NET ASSETS		70,993	108,186
FUNDS	12		
Unrestricted funds		70,993	108,174
Restricted funds		-	12
TOTAL FUNDS		70,993	108,186

The charitable company is entitled to exemption from audit under Section 477 of the Companies Act 2006 for the year ended 31 August 2021.

The members have not required the company to obtain an audit of its financial statements for the year ended 31 August 2021 in accordance with Section 476 of the Companies Act 2006.

The trustees acknowledge their responsibilities for

(a) ensuring that the charitable company keeps accounting records that comply with Sections 386 and 387 of the Companies Act 2006 and

(b) preparing financial statements which give a true and fair view of the state of affairs of the charitable company as at the end of each financial year and of its surplus or deficit for each financial year in accordance with the requirements of Sections 394 and 395 and which otherwise comply with the requirements of the Companies Act 2006 relating to financial statements, so far as applicable to the charitable company.

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 on 8 November 2021 and were signed on its behalf by:

C Moore - Trustee

The notes form part of these financial statements

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.

Income
Grants are recognised in full in the Statement of Financial Activities in the year in which they are receivable.

Donations and gifts are recognised in the Statement of Financial Activities when received.

Incoming resources for the provision of pre-school places and from investments are recognised in full in the Statement of Financial Activities when receivable.

Resources expended
Resources expended are recognised in the period in which they are incurred.

Tangible fixed assets
Tangible fixed assets are stated at cost (or deemed cost) or valuation less accumulated depreciation and accumulated impairment losses.

Depreciation is provided on all tangible fixed assets at rates calculated to write off their cost, less estimated residual value, of each asset on a systematic basis over their expected useful lives as follows -

Land and buildings	-	20% on reducing balance or over lease term
Fixtures, fittings and equipment	-	20% on cost

Fixed assets are not capitalised if they cost less than £100.

Stocks
Stocks are valued at the lower of cost and net realisable value, after making due allowance for obsolete and slow moving items.

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

Fund accounting
Unrestricted funds are donations and other incoming resources receivable or generated for the objects of the charity without further specified purpose and are available as general funds.

Designated funds are unrestricted funds earmarked by the management committee for particular purposes.

Restricted funds are to be used for specific purposes as laid down by the donor. Expenditure which meets these criteria is charged to the fund, together with a fair allocation of management and support costs.

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.

Leasing commitments
Rents payable under leases are charged to the Statement of Financial Activities on a straight line basis over the period of the lease.

2. ACTIVITIES FOR GENERATING FUNDS

	31.8.21	31.8.20
	£	£
Fundraising events	416	797
Uniform sales	857	549
	1,273	1,346

3. NET INCOME/(EXPENDITURE)

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

	31.8.21	31.8.20
	£	£
Depreciation - owned assets	7,790	11,853

4. TRUSTEES' REMUNERATION AND BENEFITS

	31.8.21	31.8.20
	£	£
Trustees' salaries	27,295	27,295
Trustees' social security	2,551	2,567
Trustees' pension contributions to money purchase schemes	1,092	819
	30,938	30,681

The memorandum of association updated in May 2017 allows trustees of the charity to be a paid employee of the charity, but no trustee can be paid for their duties as a trustee.

Lorna Pendred has been paid for her employment as the general manager of the charity.

Trustees' expenses

There were no trustees' expenses paid for the year ended 31 August 2021 nor for the year ended 31 August 2020.

5. STAFF COSTS

	31.8.21	31.8.20
	£	£
Wages and salaries	244,088	251,494
Social security costs	11,461	10,950
Other pension costs	10,315	9,873
	265,864	272,317

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

	31.8.21	31.8.20
Furtherance of the entity's activities	19	23
Management and administration	3	3
	22	26

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

6. TANGIBLE FIXED ASSETS

	Land and buildings	Fixtures, fittings and equipment	Totals
	£	£	£
COST			
At 1 September 2020 and 31 August 2021	42,291	43,713	86,004
DEPRECIATION			
At 1 September 2020	34,581	38,439	73,020
Charge for year	6,448	1,342	7,790
At 31 August 2021	41,029	39,781	80,810
NET BOOK VALUE			
At 31 August 2021	1,262	3,932	5,194
At 31 August 2020	7,710	5,274	12,984

7. STOCKS

	31.8.21	31.8.20
	£	£
Stocks	702	321

8. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	31.8.21	31.8.20
	£	£
Trade debtors	4,181	6,248
Other debtors	5,605	9,106
	9,786	15,354

9. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	31.8.21	31.8.20
	£	£
Trade creditors	(78)	98
Social security and other taxes	3,572	1,081
Other creditors	10,579	10,029
Accruals and deferred income	41,346	30,504
	55,419	41,712

10. LEASING AGREEMENTS

The following operating lease payments are committed to be paid:

	Land and Buildings	
	31.8.21	31.8.20
	£	£
Expiring:		
Within one year	7,790	6,863
Between one and five years	-	6,489

11. ANALYSIS OF NET ASSETS BETWEEN FUNDS

	Unrestricted fund	Designated fund	Restricted fund	31.8.21 Total funds	31.8.20 Total funds
	£	£	£	£	£
Fixed assets	4,127	1,067	-	5,194	12,984
Current assets	121,218	-	-	121,218	136,914
Current liabilities	(55,419)	-	-	(55,419)	(41,712)
	69,926	1,067	-	70,993	108,186

12. MOVEMENT IN FUNDS

	At 1.9.20	Net movement in funds	At 31.8.21
	£	£	£
Unrestricted funds			
General fund	100,707	(30,781)	69,926
Designated fund	7,467	(6,400)	1,067
	108,174	(37,181)	70,993
Restricted funds			
Restricted fund	12	(12)	-
TOTAL FUNDS	108,186	(37,193)	70,993

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

	Incoming resources	Resources expended	Movement in funds
	£	£	£
Unrestricted funds			
General fund	286,451	(317,232)	(30,781)
Designated fund	-	(6,400)	(6,400)
	286,451	(323,632)	(37,181)
Restricted funds			
Restricted fund	6,747	(6,759)	(12)
TOTAL FUNDS	293,198	(330,391)	(37,193)

Comparatives for movement in funds

	At 1.9.19	Net movement in funds	At 31.8.20
	£	£	£
Unrestricted funds			
General fund	84,989	15,718	100,707
Designated fund	13,867	(6,400)	7,467
	98,856	9,318	108,174
Restricted funds			
Restricted fund	4,006	(3,994)	12
TOTAL FUNDS	102,862	5,324	108,186

12. MOVEMENT IN FUNDS - continued

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

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	350,550	(334,832)	15,718
Designated fund	-	(6,400)	(6,400)
	350,550	(341,232)	9,318
Restricted funds			
Restricted fund	5,462	(9,456)	(3,994)
TOTAL FUNDS	356,012	(350,688)	5,324

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

	At 1.9.19 £	Net movement in funds £	At 31.8.21 £
Unrestricted funds			
General fund	84,989	(15,063)	69,926
Designated fund	13,867	(12,800)	1,067
	98,856	(27,863)	70,993
Restricted funds			
Restricted fund	4,006	(4,006)	-
TOTAL FUNDS	102,862	(31,869)	70,993

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 £	Movement in funds £
Unrestricted funds			
General fund	637,001	(652,064)	(15,063)
Designated fund	-	(12,800)	(12,800)
	637,001	(664,864)	(27,863)
Restricted funds			
Restricted fund	12,209	(16,215)	(4,006)
TOTAL FUNDS	649,210	(681,079)	(31,869)

Purposes of designated and restricted funds

Restricted funds includes amounts received to assist with the inclusion of children and to provide free holiday provision for children entitled to free school meals.

Restricted and designated funds brought forward represent the carrying value of fixed assets acquired from restricted funds and the carrying value of the new building at Signhills.

The balances relating to capital expenditure are adjusted each year in line with the depreciation of the assets acquired.

12. MOVEMENT IN FUNDS - continued

Designated funds at 31 August 2021 represents the carrying value of the new building at Signhills of £1,067 (2020: £7,467).

13. RELATED PARTY DISCLOSURES

There were no related party transactions for the year ended 31 August 2021.

CLEETHORPES CHILDCARE

England & Wales - Charity number 1102007

Accounts

REGISTERED COMPANY NUMBER: 04899075 (England and Wales)
REGISTERED CHARITY NUMBER: 1102007

REPORT OF THE TRUSTEES AND

UNAUDITED FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 AUGUST 2020

FOR

CLEETHORPES CHILDCARE

CLEETHORPES CHILDCARE

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FOR THE YEAR ENDED 31 AUGUST 2020

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REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31 AUGUST 2020

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 August 2020. 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).

OBJECTIVES AND ACTIVITIES

The Charitable Objectives of Cleethorpes Childcare are:

In accordance with the Aims of the adopted Memorandum and Articles of Association of the Pre-school Learning Alliance:

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, education and care 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 whatever their race, culture, religion, means or ability
- Encouraging the study of the needs of such children and their families and promoting public interest in and recognition of such needs
- Instigating and adhering to and furthering the aims of the Pre-school Learning Alliance

Activities:

The Work of the Executive Committee

The trustees confirm they have referred to the guidance contained in the Charity's Commission's guidance on public benefit when reviewing the charity's aims and objectives and in planning future activities.

Professional memberships & advisors

We continue as members of the Early Years Alliance (formerly Pre-school learning Alliance), the membership organisation offering online training and regular updates of information and advice relating to the Early Years Sector which supports the development of services within Cleethorpes Childcare. The General Manager continues to represent Cleethorpes Childcare as a trustee for the national Charity.

HR service advice and support has been identified through Beetenson & Gibbon Solicitors on an as-and-when basis which meets our requirements alongside the Lawcall advice service we continue to access through our Early Years Alliance membership.

Fundraising and events

The Executive Committee, through the Fundraising and Events sub-committee, work with staff and volunteers to plan and organise events and activities throughout the year. This year we accessed a one-off Coastal Community Fund to hold a Funday in October 2019 which promoted Cleethorpes coastal area and local businesses. As a community based service provider, we offered all parents and family members a free event at Cleethorpes Boating Lake paddock where families enjoyed seasonal activities, natural crafts, storytelling and guided beach walks. Our local Spar shop donated bottled water and fruit for this event and an environmentally friendly goodie bag was made up for every child attending to promote the local area to local families.

Christmas Hampers were donated this year and were used for fundraising through a Christmas name card in each setting, raising £200 with no outgoings. Christmas gifts were also purchased for the children, selection boxes for older children at Hardys Den and books for pre-school children.

OBJECTIVES AND ACTIVITIES

Fundraising and events (cont.)

Fundraising activities and special events held this year include:
- Coastal Funday
- Red Day
- Tempest Photographs: groups and individual
- Annual General Meeting
- Clothing/ uniform sales
- Name cards
- Halloween/ Autumn dressing up day
- Parties- Christmas
- Christmas Competitions
- Concerts - Christmas
- Stay and Play sessions

Welcome meetings and information sessions were held slightly differently this year due to Coronavirus restrictions on the number of people allowed to attend meetings. Usually, we hold a welcome meeting for all parents in one session where we also check registration forms and payments ready for September intake of children. This is then followed up with an open day each September before children start pre-school. This year, each family was offered an individual appointment to meet outdoors with their keyperson, and setting manager to check paperwork and registrations, discuss any concerns and support settling their child into a setting which many had not yet seen. This has proved to be beneficial in supporting and reassuring families regarding the level of care, and specific measures we had in place to protect children, parents and staff.

Easyfundraising is proving to be a small but steady income received from retailer donations when parents/ staff purchase through the Easyfundraising app. As this requires only general promotion to families, this has very minimal effort to support our fundraising efforts.

Between September 2019 and March 2020, we employed a member of staff to work for approximately 6 hours per week during term time to seek out funding opportunities and grants. This was unable to continue once Coronavirus Lockdown commenced due to staff moving to home working. In the first half of the year, we successfully gained £1500 from Swinton Building Society towards outdoor play area at Signhills and Asda donated £200 in lieu of their token scheme, also towards the outdoor area.

Public relations and marketing

Although word of mouth has, as always, proved to be our widest source of publicity, we also receive free advertising from Families First, a service provided by North East Lincolnshire Council. Families First support families accessing free funding entitlements, giving out a list of all registered providers within the authority. They also have a Facebook page and website. This year, they have also allowed individual providers to advertise through their Facebook page to promote parental take up of childcare due to Coronavirus issues regarding parental confidence and low levels of interactions between settings who were unable to hold events such as open days. This has been accessed by both Highgate and Signhills Pre-schools however, has appeared to have made very little difference to either setting. As always, many parents access our settings for their youngest children once a child moves on to school and so we remain confident that our service continues to meet the needs of our community.

The Famly app has continued to grow and the communication aspect of this has been utilised more during National Lockdown. For the first part of the year, many of our new parents were able to develop communication with their child's keyperson and this then continued throughout the Coronavirus pandemic with weekly newsletters being sent out to all parents to support their child's learning and development at home. The learning journeys for each pre-school child were frozen following their mid-year assessment however parents were encouraged to share photographs and home learning activities with their keyperson and this enabled us to keep children on track, particularly for those who would continue childcare places in September.

Holding our Coastal Funday in October 2019 gave us an opportunity to develop new relationships with local businesses however, this was restricted by the amount of hours available for volunteers to commit to building these relationships. We did receive interest and support from new sources and intend to follow these up in the future to maintain local relationships beneficial to all parties.

During the Coronavirus pandemic we have taken a more pragmatic approach to marketing, agreeing on maintaining a presence in our existing community rather than focus on wider scale advertising. We recognise that we do need to focus on marketing as projected birth rates and enquiries are reducing and will review the business plan to reflect this for future years.

We continue to value the close relationships we share with our local Academies and Children's Centres and are grateful for their promotion of our services through distribution of our contact and event details.

ACHIEVEMENT AND PERFORMANCE

General

This year we have focussed on consolidation as we were aware of falling birth rates affecting number of children on roll.

We have continued to utilise the internal communication between parents and staff via Famly and have seen a steady growth in the way parents and carers use different areas of the software. We also continue to promote our settings and activities through Facebook which, though sporadically placed, proves a useful way to advertise our services and for external families to message and keep in touch.

We have been able to continue our work with Rivelin Care home for the initial part of the year however we have been unable to continue this due to the risks associated with contact during the Coronavirus outbreak.

The search for new premises has continued in the background work of the General Manager and Committee however we have as yet been unable to find anything suitable for purpose within the local area and has not proved to be a priority under the pandemic status.

We have maintained our staff development, investing in and supporting appropriate and core training at all levels. Our apprentices continued to work towards level 3 and one of our staff members achieved her BA in Early Years. During national lockdown we took the opportunity to enhance and update skills for all staff in core training such as Food Hygiene, Behaviour, Prevent and safeguarding but also with additional courses in Infection Control and Wellbeing, these being more relevant during Coronavirus. Three members of staff also took maternity leave during this year though as we were focussed on consolidation, we did not recruit for these posts but offered personal development opportunities for current staff to ensure we covered the ratios appropriately and maintained high quality services.

Once National Lockdown for Coronavirus was announced in March, we closed all of our settings according to Government Guidance. We assessed the needs of families who met set criteria laid out by Government and opened Signhills Pre-school to accommodate children of keyworkers and vulnerable children after completing a full risk assessment. As there was a very limited uptake of places across both settings, we opened one site for both pre-schools children to attend and staffed this in a safe and secure way to ensure we maintained hygiene and infection control levels. Key staff members were invited to work either in setting or to support communication levels between families and also between staff who were furloughed, keeping contact between staff to a minimal level according to guidelines at that time. From 1st June 2020, The Government opened out schools and Early Years settings for all children however uptake of places was still very low as parents expressed concerns for sending their children into settings. We assessed again and re-opened Highgate Pre-school alongside Signhills Pre-school, again with very low numbers of children attending and following a fully updated risk assessment. We re-introduced additional members of staff at this point too with the intention of gradually returning to normal levels in each setting. Hardys Den was able to open again for the Summer Holiday sessions where a good number of children were supported to return and enjoy activities with their peers, albeit not opening for every day.

We gained reassurances from Government and North East Lincolnshire Local Authority that we would continue to receive Early Years Funding at anticipated levels for the Summer term 2020. With this knowledge, Trustees were able to fully assess the risks and put cost saving measures in place to see us through closure periods and also to establish admission status for the following academic year. We recognised there were many unknown factors during the Coronavirus Pandemic and we held several informal update meetings between Trustees and Managers to ensure we were able to respond to changes and implement safe and carefully considered actions throughout. These meetings were held virtually and continued in this way in line with guidance.

Some staff were supported to work from home from the end of March 2020. This meant moving technology and communication into homes, ensuring this was suitable for the individuals concerned and retaining safeguarding measures. Although we anticipated the move to home working to be a short term option, we have been able to support and continue this beyond the academic year to maintain safe control measures.

ACHIEVEMENT AND PERFORMANCE

Inclusion

This year staff have supported one child with one-to-one care and education, accessing Early Years Inclusion Funding to support this. Offering care at this level incurs additional staffing, meetings, support for the family, training and paperwork, all of which have been undertaken by knowledgeable, caring and professional staff. The funding received does not fully cover the cost of delivering one-to-one care for each child and therefore we recognise that we only apply for additional support where children are unable to be fully integrated into the setting without it.

We are unable to access any funding for out of school and holiday care however, we often find ourselves supporting the individual needs of school age children with working parents or who need some respite and incorporate these children into everything we offer within Hardys Den.

We continue to see an increase in children who need low level additional support for communication and for those who have professional external intervention such as Social Workers for Child Protection. We have named Special Educational Needs Co-ordinators (SENCo's) in each setting and each setting Manager, Deputy Manager and SENCo are trained at Level 2 in Safeguarding to enable us to professionally support children and their families through specific strategies and interventions. These qualified staff are able to support other team members with signposting, monitoring, report writing and interventions on a daily basis which leads to a second nature approach to inclusion and respect for children and families.

Setting managers and SENCo's attend regular network, webinars and training meetings, more recently in a virtual capacity, and disseminate information and knowledge to the rest of their staff team to enhance best practice in meeting the individual needs of all children attending our settings. The local authority Inclusion Support team offer additional in-setting knowledge, support and advice to ensure we maintain procedures in line with the SEN Code of Practice. We have also gained professional support from local Children's Centres, Child Development Centre and Speech and Language therapists, which further enhance the services we provide for all families.

We have received Early Years Pupil Premium (EYPP) funding this year however this remains an unpredictable amount which is received almost a term after a child becomes eligible. This fund is accessed for 3 & 4 year old children, whose parents meet set criteria and is used to provide financial or developmental support for children in need. This year we have continued to develop staff training and provided additional staff within higher than required ratios to enhance children's learning experiences and opportunities with the aim of children gaining the best start in their education. We have also accessed Yoga for children at Signhills Pre-school for one session per week, until March 2020, to support overall physical development as we recognise the benefit and impact of this across all areas of learning and development. EYPP has also supported additional staff time for increased communication/contact with parents and families.

Quality Assurance

The General Manager works alongside each setting manager to monitor and evaluate practice within each childcare provision, in turn informing staff development and progression.

We have been fortunate to have managed and maintained the quality in all of our provisions this year, despite the impact of reacting to Covid-19. Our policies and procedures were reviewed quite quickly as Coronavirus began to take hold across the country however, we found we did not need many updates but updated Emergency Closure, Health and Safety and Uniform policies to ensure we could meet supplies for personal protective equipment, to ensure parents have a clear understanding of the symptoms of Coronavirus and reasons why a child may not attend if ill and to ensure we had a clear and consistent closure policy which would be implemented in case of emergency closure- which we had to implement for three days in March.

North East Lincolnshire Local Authority continued to provide support for our settings through Early Years Teacher/ Advisor/ Area SENCO input. Managers work alongside the advisor to enhance quality within the settings. We continue to hold regular staff meetings (more recently virtually) to disseminate information and address areas for improvements. Individual staff members are supported in development through induction, 1-1 meetings and role supervisions.

ACHIEVEMENT AND PERFORMANCE

Staff Training and Development

Staff members undertake and update core elements of training to support their professional development which includes Safeguarding, Paediatric First Aid, Understanding and Addressing Behaviour, Prevent duty and Food Hygiene & Safety in the form of a short course, workshop or online training refresher through Educare.

Staff members have received support to undertake training courses, and workshops over the year including:

BA Hons Degree in Early Years	Level 6 (1 member)
Safeguarding (inc. refresher)	Level 1 (3 members)
Paediatric First Aid	Level 3 (7 members)
Food Hygiene	Level 2 (5 members)
Understanding & Addressing Behaviour	Level 2 (4 members)
Early Years & Childcare (Apprenticeship)	Level 3 (2 members)
Health & Safety	Level 2 (7 members)
Prevent Duty	(4 members)
Cultural Capital	(2 members)
Exploring Education Inspection Framework	(2 members external & 24 internal training)
Intensive Interaction	(2 members)
Infection Control	(18 members)

During national Lockdown, as more training was supported for furloughed and working staff, the breadth of training courses being accessed increased. Staff undertaking training are supported financially and with workplace release and at degree level with additional mentor support meetings.

In-House training has been informal again this year reviewing Famly software and looking at the Education Inspection Framework. Every member of the childcare team was provided with an Early Years Alliance publication which supported the in-house training to focus on and reassure staff of their role and responsibility in meeting the Ofsted framework.

The General Manager has continued her representation to the Early Years Alliance throughout this year as a Trustee for the national organisation and a member of the Audit Committee. Committee members recognise and support these roles for the General Manager's continuing development as information and skills are shared and developed for the benefit of both organisations.

Induction for new committee members took place in November and December 2019, following the Annual General Meeting elections. Members comment that they find this a very useful overview of the organisation and that it helps them to better understand their roles and responsibilities.

Students and Volunteer Placements

Placements for students has been restricted this year due to our own commitment to apprentices and also due to the Coronavirus pandemic limiting visitors to the setting.

Due to limitations on events and activities over the year, an estimated total of 135 volunteer hours and no student volunteer hours have been undertaken.

Visitors and liaisons

We continue to work with other professionals and this year have had visits from The Yoga Studio, NE Lincs advisors, Early Years Inclusion Support Officer, Tempest Photographers, University Centre Grimsby assessor, Speech and Language therapist, Health visitors, Signhills Infant & Junior Academies; Thrunscoe Primary Academy & Nursery, Technical Support Services, Gas Wise, Health Visitor, William Wong (Chinese New Year), Family Hub support worker, City Pat, Skanska (Community Liaison Day), Engie, Police, Haiths Heating, Excell & Early Years Alliance.

The General Manager continues to represent our organisation and the private, voluntary and independent sector (PVI) at Schools Forum where decisions affecting the allocation of government finance for educational sectors takes place.

Cleethorpes Childcare continues to operate as a preferred provider for The Hub Children's Centres and in particular Highgate Children's Centre. Informal meetings have taken place to ensure the Children's Centre remit of family support, health, safeguarding and partnership working is met through partnership engagement.

ACHIEVEMENT AND PERFORMANCE

Professional Advisors

We have sought advice throughout the year from Professional Advisors, which are:
TSB Bank, 9 Old Market Place, Grimsby, DN31 1BN
HSBC UK, PO Box 68, 130 New Street, Birmingham, B2 4JU
Smethurst & Co LLP, 12 Abbey Road, Grimsby, DN32 0HL
Lawcall, Early Years Alliance, 50 Featherstone Street, London, EC1Y 8RT
Early Years Alliance Membership and Insurance, 50 Featherstone Street, London, EC1Y 8RT
Dataplan Payroll services, 1 Prince Albert Gardens, Grimsby DN31 3AG

FINANCIAL REVIEW

Financial review

This relates to the enclosed financial statement as agreed by the Executive Committee and in accordance with the accounting procedures determined by Companies House and the Charity Commission.

In the previous year, we anticipated our challenge to be reminding Government of the funding issues for Early Years settings whilst they focussed on the Brexit strategy however we did not anticipate the impact Covid-19 would have on our organisation, and indeed on the whole world. We continue to take up challenges and opportunities to highlight the insufficient funding for Early Years provision and the General Manager has communicated with MP Martin Vickers several times over the latter five months of our financial year to discuss funding, furlough eligibility and poor availability of PPE supplies.

The main source of income for the pre-school groups continues to be from Early Years Entitlement (EYE) for 2, 3 and 4 year old children attending our settings. This has fortunately been supported through Government and has continued during the Coronavirus pandemic at the rate anticipated for the summer term 2020, despite limited attendance and temporary closure of all services apart from Signhills Pre-school.

Additional income is from fees in Hardys Den and for pre-school children not eligible for FFE, those taking sessions in addition to their FFE capacity or from children who attend the pre-school lunch clubs. Fees are reviewed annually to ensure they remain affordable to parents, maintain sustainability of the provisions, reflect local pay scales and are competitive within the marketplace. Further income is raised from fundraising activities throughout the year to enable us to enhance children's resources and experiences. Pre-school children are asked to pay a resource/consumables contribution which was reviewed and remained at 75p per child per session, with the majority of families paying this within the allocated timescales, in accordance with our fees policy. The initial registration fee was increased this year due to ongoing increases in our outgoings. Pre-school registration includes a sweatshirt or cardigan for each child as well as a polo t-shirt and supports the costs of printing booklets, providing badges and book-bags along with administration time for this preparation. This is reviewed as a minimal one-off cost to parents whilst Hardys Den administration fee is charged and reviewed annually. Registration fees do not present a barrier for entry to our settings as parents fully understand the reasons for this cost and we are able to support parents with scheduled payments so their child's start date is not delayed.

The Famly software has continued to support us with our invoicing and to enable parents to see their balance and payments due at a glance. Fee payments continue to be monitored to ensure we have a sustainable cash-flow. We have continued to see a significant increase in fee payments directly through online banking as this alleviates time for childcare managers and supports direct accountability and recording of payments, whilst reducing the risks of holding cash on our premises. This move has proved vital during National Lockdown when contact points needed to be limited. Good communication between families and the administration team ensure that we offer all opportunities for parents to pay under mutually agreed terms. Outstanding fees are a regular agenda item at committee meetings and the Finance Administrator provides updates to each setting manager to allow them to monitor payments from their own families, enabling us to make initial approaches to accounts informally and prior to escalation. We continue to recover debts via HMRC online where all other attempts have failed.

Cleethorpes Childcare had growing concerns over the service from TSB banking following their change in online banking and removal of BACS service from April 2017. New and suitable bank accounts were investigated and in November 2019 we made the final move towards HSBC where we have been able to access all of the services we require.

FINANCIAL REVIEW

Financial review (cont.)

The ongoing increases to the National Minimum Wage and National Living Wage continue to challenge our financial viability. Trustees again reviewed the staff payroll structure to account for future potential increases which impact on the differentials between rates paid for each level of job responsibility, whilst recognising qualifications and potential progression opportunities through the organisation, which in turn may provide job security. Any increase in employer pension contributions are also factored into our predicted financial expectations and implemented through the Nest and Halifax pension schemes.

Highgate Pre-school service charges continue to prove an ongoing issue however we have had some success in negotiating some of the issues previously raised to reach a fair agreement. Despite requesting a full breakdown of the service invoice, we have yet to see this in detail. We did not resolve the previous years query regarding 90% discount which we had been granted on the rent over previous years and apparently was not applicable to our lease agreement and this remains an ongoing query which may be addressed upon anticipated lease renewal in October 2020.

We have been able to purchase I-phones to support staff working in the settings as we recognised that some of the workplace stresses for staff related to poor technology functions and found these to work best with the internet connections and Famly software we have in place. Most technical issues have been reduced now and mainly relate to internet issues which we gain support from Technical Support Services as and when required.

Guarantors

Members of the Charitable Company guarantee to contribute an amount not exceeding £1 to the assets of the Charitable Company in the event of winding up. The total number of such Guarantors at 31st August 2020 was 155.

Reserves

Reserves are currently held to support Cleethorpes Childcare in meeting future potential expenditure:

- Recruitment and training costs
- Three months working reserves to cover staff redundancies and the winding up of the business, should this become necessary
- Increase to National Minimum & Living Wage and to pension contributions due to no planned increase in Early Years Entitlement
- Development of additional childcare provision to enhance security in lease of premises
- Unexpected/emergency costs associated with national closures and Coronavirus

Risk Review

This year has proved a challenge for all charities and businesses and we recognise that we have been well placed and fortunate to have achieved as much as we have over the year. We are never complacent and continuously review our current and future market position to ensure we are in touch with the needs of the local community through completion of a Business Plan, Risk Analysis and regular Executive Committee meetings. Although trustees are not aware of any major risks to which the charity has been exposed, concerns have been noted regarding the continuation of financial support from Early Years Entitlements in light of the current pandemic.

We continue to have concerns regarding the potential a School/Academy has to cease a lease agreement, in relation to sustainability. This risk continues to be monitored and reported at committee meetings and strategies to secure continuing viability have been implemented to confirm we remain a going concern. We continue to seek security of tenure in suitable premises within our current community base.

The Trustees ensure the agenda for each meeting promotes full monitoring and evaluation of government / local challenge to mitigate risk.

PLANS FOR FUTURE PERIODS

Future Sustainability

We anticipated challenges with lower birth rates in our community and were prepared for this by way of limited recruitment of new staff and adjusting expenditure in as many ways we were able. From March 2020, the focus of sustainability shifted seriously when a Coronavirus Pandemic hit the world. We have been able to adapt, reflect and secure appropriate funding to maintain our services and feel fairly well placed with Government backing the need for childcare for working parents to ensure we remain fairly stable for the foreseeable future. In reality, the Coronavirus Job Retention Scheme (furlough) and EYE funding have supported Cleethorpes Childcare throughout the Covid crisis and, providing government continue to fund 2, 3 and 4 year old childcare places we feel well placed again to make appropriate physical and financial adaptations for the foreseeable future.

We are aware our premises leases are approaching renewal and aim to renegotiate and continue with these. Consolidation of service and quality remain an ongoing focus.

Our ability to react to the unknown is down to the superb experience of staff and committee members as, though never experiencing a pandemic previously, their skills are balanced to be able to make clear and fair judgements and to address and react quickly to risks when they are presented.

Trustees recognise the challenges in continuing to meet the needs of the community and identify potential expansion within the current and/or new provisions. We are confident that, with the knowledge and experience within the organisation, partnerships and community involvement, representations to local and national networks and the long established record of quality provision, we are well placed to remain flexible and review our services accordingly.

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.

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.

Structure

Cleethorpes Childcare consists of:
- Signhills Pre-school
- Highgate Pre-school
- Hardys Den out-of-school club
- Cleethorpes Childcare Crèche Services
- Intergenerational Toddler Groups

Appointment of Members

An Annual General Meeting was held in November 2019. New members were appointed and suitable checks and registrations were undertaken alongside their induction programme. All member families are invited to attend the AGM; a member is an adult representative for a child who attends any of the settings of Cleethorpes Childcare. As in previous years, a meeting date was agreed and publicised at each of Cleethorpes Childcare provisions to allow parents and member representatives to attend. An induction meeting was held in November to ensure all elected members fully understood their responsibilities and duties prior to the first committee meeting which followed the AGM. At the first meeting, officers were voted into post by fellow trustees. Training, both formal and informal, is offered for committee members should they wish to further develop their skills and knowledge through Educare, offered as part of our Early Years Alliance (formerly Pre-school Learning Alliance) membership. In this voluntary role, committee members offer their time and expertise in the decision making of Cleethorpes Childcare. Elected members often offer practical time to carry out further duties throughout the year within the childcare provisions or through fundraising, community events and activities.

In more recent years, we have found it more difficult to recruit new committee members into Cleethorpes Childcare and have continued to work with staff to build connections with families and identify potential new members. This continues year on year and has been incorporated into all meetings between staff and parents as a less formal approach to recruitment.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Staffing

The executive committee have a responsibility to ensure that staff are employed within the company to meet the company objectives. A General Manager is employed to oversee the day-to-day running of the work of Cleethorpes Childcare within each provision and in addition to this, an average of 26 members of staff have worked to provide high quality care and education for the children who have attended, offering support and information to parents and family members. The number of staff has reduced this year as employees moved onto other posts, not always in the childcare sector. The continuing falling birth rates of children means we have not recruited into these positions. We have continued to support two Level 3 Early Years apprentices who are due to complete their qualifications in December 2020. As appropriate, all staff are supported to develop their skills within the organisation and internal progression is also encouraged when vacancies arise.

In March 2020, as a Coronavirus Pandemic swept across the world, Cleethorpes Childcare faced an uncertain future when Lockdown was imposed across the country. Trustees took a decision to monitor the financial sustainability of the organisation and to support staff in whatever way we could afford to, as well as offering support for well-being. As early years settings were able to open for vulnerable children and children of keyworkers, the General Manager assessed the risks and demand for places before deciding to merge both Pre-school settings onto the Signhills site, opening with minimal staff and children whilst closing Hardys Den as this did not meet government guidelines at that time. Trustees agreed to access support for staff unable to work through the Coronavirus Job Retention Scheme and fully retained the General Manager, Setting Managers, Early Years Professional, Finance Assistant, one Keyperson and Signhills Pre-school cleaner until the end of spring term. Some retained staff were able to work from home to maintain contact with families & staff and to ensure all financial tasks remained up to speed, whilst others worked on the frontline and continued to offer care and education for a small number of children. This level of childcare provision continued over the Easter holidays and into the summer term, with varying attendees, and closing where we were unable to sustain safeguarding requirements for children.

From 1st June, Government recommended all children return to education and, though many parents chose for their child to remain at home, we had sufficient increase in children attending to justify re-opening Highgate Pre-school. Again, minimal staff were able to be retained or part furloughed to care for the children safely at both settings. Hardys Den was still unable to open under Government guidance however this eased towards the end of term and we opened our holiday club to cover the summer period.

The General Manager remained in contact with staff at regular intervals via personal phone calls and newsfeed updates on our Famly software. Staff who were furloughed were supported to keep their core training and additional online training up to date, as identified through personalised weekly programmes. Staff commented that they appreciated this contact and focus as the weeks became months of not being able to work in their usual roles.

For the earlier part of this year, we continued to support a member of staff to work for one day per week to seek grants and funding however, this was discontinued during Lockdown and is under review for future due to it being apparent that we do not meet criteria for most funding streams, and less funding to draw upon.

The General Manager reports to the executive committee on a regular basis at formal meetings and communicates with executive members as required to deal with matters that may arise during the periods between meetings. A setting manager also attends these meetings on a rotational basis to ensure reporting and communication remains paramount.

Policies

Many policies and procedures have been reviewed this year in light of changes regarding health and safety due to Coronavirus. Those which have not been formally reviewed have been checked to ensure they are still appropriate and up-to-date. As always, all policies are made available within each setting and through our website which members, staff and trustees access using a secure password acquired on joining the organisation.

A full Coronavirus Risk Assessment was undertaken in line with Government guidance and Cleethorpes Childcare Policies before re-opening in March 2020, and reviewed whenever guidance changed. All staff returning to work also undertook re-induction training before working in the settings to ensure new procedures and guidance were clearly implemented.

REFERENCE AND ADMINISTRATIVE DETAILS

Registered Company number
04899075 (England and Wales)

Registered Charity number
1102007

Registered office
Signhills School
Hardys Road
Cleethorpes
N E Lincs
DN35 0DN

Trustees
C Parfrement (resigned 20.11.19)
B Rodgers-Gibbs
T Whitehead
I Baker (resigned 20.11.19)
C Moore
J Jackson (resigned 20.11.19)
L Pendred
K Scott
L Hammond (appointed 20.11.19)

Independent Examiner
Mrs H Spauls FCA
ICAEW
Smethurst & Co LLP
12 Abbey Road
GRIMSBY
DN32 0HL

Bankers
HSBC
PO Box 68
130 New Street
Birmingham
West Midlands
DN35 0DN

Solicitors
BG Solicitors LLP
27 Osborne Street
Grimsby
N E Lincs
DN31 1JB

Cleethorpes Childcare is a charitable company limited by guarantee, incorporated on 15 September 2003 and registered as a charity on 10 February 2004.

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

STATEMENT OF TRUSTEES' RESPONSIBILITIES
The trustees (who are also the directors of Cleethorpes Childcare 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.

STATEMENT OF TRUSTEES' RESPONSIBILITIES - continued

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.

Approved by order of the board of trustees on 18 November 2020 and signed on its behalf by:

C Moore - Trustee

Independent examiner's report to the trustees of Cleethorpes Childcare ('the Company')
I report to the charity trustees on my examination of the accounts of the Company for the year ended 31 August 2020.

Responsibilities and basis of report
As the charity's trustees of the Company (and also its directors for the purposes of company law) you are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006 ('the 2006 Act').

Having satisfied myself that the accounts of the Company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of your charity's accounts as carried out under section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination I have followed the Directions given by the Charity Commission under section 145(5) (b) of the 2011 Act.

Independent examiner's statement
Since your charity's gross income exceeded £250,000 your examiner must be a member of a listed body. I can confirm that I am qualified to undertake the examination because I am a registered member of ICAEW which is one of the listed bodies.

I have completed my examination. I confirm that no matters have come to my attention in connection with the examination giving me cause to believe:

1. accounting records were not kept in respect of the Company as required by section 386 of the 2006 Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the accounting requirements of section 396 of the 2006 Act other than any requirement that the accounts give a true and fair view which is not a matter considered as part of an independent examination; or
4. the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities (applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)).

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.

Mrs H Spauls FCA
ICAEW
Smethurst & Co LLP
12 Abbey Road
GRIMSBY
DN32 0HL

18 November 2020

CLEETHORPES CHILDCARE

STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 31 AUGUST 2020

	Notes	Unrestricted fund £	Designated fund £	Restricted fund £	31.8.20 Total funds £	31.8.19 Total funds £
INCOME AND ENDOWMENTS FROM						
Incoming resources from charitable activities		348,204	-	5,462	353,666	391,248
Activities for generating funds	2	1,346	-	-	1,346	3,748
Other income		1,000	-	-	1,000	-
Total		350,550	-	5,462	356,012	394,996
EXPENDITURE ON						
Costs of generating funds		1,570	-	-	1,570	2,466
Charitable activities						
Childcare		298,470	-	5,462	303,932	343,014
Premises costs		34,792	6,400	3,994	45,186	42,544
Total		334,832	6,400	9,456	350,688	388,024
NET INCOME/(EXPENDITURE)		15,718	(6,400)	(3,994)	5,324	6,972
RECONCILIATION OF FUNDS						
Total funds brought forward		84,989	13,867	4,006	102,862	95,890
TOTAL FUNDS CARRIED FORWARD		100,707	7,467	12	108,186	102,862

The notes form part of these financial statements

BALANCE SHEET
31 AUGUST 2020

	Notes	31.8.20 £	31.8.19 £
FIXED ASSETS			
Tangible assets	6	12,984	21,734
CURRENT ASSETS			
Stocks	7	321	1,563
Debtors	8	15,354	9,704
Cash at bank and in hand		121,239	112,332
		136,914	123,599
CREDITORS			
Amounts falling due within one year	9	(41,712)	(42,471)
NET CURRENT ASSETS		95,202	81,128
TOTAL ASSETS LESS CURRENT LIABILITIES		108,186	102,862
NET ASSETS		108,186	102,862
FUNDS	11		
Unrestricted funds		108,174	98,856
Restricted funds		12	4,006
TOTAL FUNDS		108,186	102,862

The charitable company is entitled to exemption from audit under Section 477 of the Companies Act 2006 for the year ended 31 August 2020.

The members have not required the company to obtain an audit of its financial statements for the year ended 31 August 2020 in accordance with Section 476 of the Companies Act 2006.

The trustees acknowledge their responsibilities for

(a) ensuring that the charitable company keeps accounting records that comply with Sections 386 and 387 of the Companies Act 2006 and

(b) preparing financial statements which give a true and fair view of the state of affairs of the charitable company as at the end of each financial year and of its surplus or deficit for each financial year in accordance with the requirements of Sections 394 and 395 and which otherwise comply with the requirements of the Companies Act 2006 relating to financial statements, so far as applicable to the charitable company.

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 on 18 November 2020 and were signed on its behalf by:

C Moore - Trustee

The notes form part of these financial statements

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.

Income
Grants are recognised in full in the Statement of Financial Activities in the year in which they are receivable.

Donations and gifts are recognised in the Statement of Financial Activities when received.

Incoming resources for the provision of pre-school places and from investments are recognised in full in the Statement of Financial Activities when receivable.

Resources expended
Resources expended are recognised in the period in which they are incurred.

Tangible fixed assets
Tangible fixed assets are stated at cost (or deemed cost) or valuation less accumulated depreciation and accumulated impairment losses.

Depreciation is provided on all tangible fixed assets at rates calculated to write off their cost, less estimated residual value, of each asset on a systematic basis over their expected useful lives as follows -

Land and buildings	-	20% on reducing balance or over lease term
Fixtures, fittings and equipment	-	20% on cost

Fixed assets are not capitalised if they cost less than £100.

Stocks
Stocks are valued at the lower of cost and net realisable value, after making due allowance for obsolete and slow moving items.

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

Fund accounting
Unrestricted funds are donations and other incoming resources receivable or generated for the objects of the charity without further specified purpose and are available as general funds.

Designated funds are unrestricted funds earmarked by the management committee for particular purposes.

Restricted funds are to be used for specific purposes as laid down by the donor. Expenditure which meets these criteria is charged to the fund, together with a fair allocation of management and support costs.

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.

Leasing commitments
Rents payable under leases are charged to the Statement of Financial Activities on a straight line basis over the period of the lease.

2. ACTIVITIES FOR GENERATING FUNDS

	31.8.20	31.8.19
	£	£
Fundraising events	797	2,965
Uniform sales	549	783
	1,346	3,748

3. NET INCOME/(EXPENDITURE)

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

	31.8.20	31.8.19
	£	£
Depreciation - owned assets	11,853	11,413

4. TRUSTEES' REMUNERATION AND BENEFITS

	31.8.20	31.8.19
	£	£
Trustees' salaries	27,295	26,540
Trustees' social security	2,567	2,488
Trustees' pension contributions to money purchase schemes	819	796
	30,681	29,824

The memorandum of association updated in May 2017 allows trustees of the charity to be a paid employee of the charity, but no trustee can be paid for their duties as a trustee.

Lorna Pendred has been paid for her employment as the general manager of the charity.

Trustees' expenses

There were no trustees' expenses paid for the year ended 31 August 2020 nor for the year ended 31 August 2019.

5. STAFF COSTS

	31.8.20	31.8.19
	£	£
Wages and salaries	251,494	282,069
Social security costs	10,950	10,019
Other pension costs	9,873	8,574
	272,317	300,662

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

	31.8.20	31.8.19
Furtherance of the entity's activities	23	24
Management and administration	3	3
	26	27

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

6. TANGIBLE FIXED ASSETS

	Land and buildings £	Fixtures, fittings and equipment £	Totals £
COST			
At 1 September 2019	42,291	40,799	83,090
Additions	-	3,213	3,213
Disposals	-	(299)	(299)
At 31 August 2020	42,291	43,713	86,004
DEPRECIATION			
At 1 September 2019	28,121	33,235	61,356
Charge for year	6,460	5,393	11,853
Eliminated on disposal	-	(189)	(189)
At 31 August 2020	34,581	38,439	73,020
NET BOOK VALUE			
At 31 August 2020	7,710	5,274	12,984
At 31 August 2019	14,170	7,564	21,734

7. STOCKS

	31.8.20 £	31.8.19 £
Stocks	321	1,563

8. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	31.8.20 £	31.8.19 £
Trade debtors	6,248	7,750
Other debtors	9,106	1,954
	15,354	9,704

9. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	31.8.20 £	31.8.19 £
Trade creditors	98	1,392
Social security and other taxes	1,081	140
Other creditors	10,029	8,157
Accruals and deferred income	30,504	32,782
	41,712	42,471

10. ANALYSIS OF NET ASSETS BETWEEN FUNDS

	Unrestricted fund	Designated fund	Restricted fund	31.8.20 Total funds	31.8.19 Total funds
	£	£	£	£	£
Fixed assets	5,505	7,467	12	12,984	21,734
Current assets	136,914	-	-	136,914	123,599
Current liabilities	(41,712)	-	-	(41,712)	(42,471)
	100,707	7,467	12	108,186	102,862

11. MOVEMENT IN FUNDS

	At 1.9.19	Net movement in funds	At 31.8.20
	£	£	£
Unrestricted funds			
General fund	84,989	15,718	100,707
Designated fund	13,867	(6,400)	7,467
	98,856	9,318	108,174
Restricted funds			
Restricted fund	4,006	(3,994)	12
TOTAL FUNDS	102,862	5,324	108,186

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

	Incoming resources	Resources expended	Movement in funds
	£	£	£
Unrestricted funds			
General fund	350,550	(334,832)	15,718
Designated fund	-	(6,400)	(6,400)
	350,550	(341,232)	9,318
Restricted funds			
Restricted fund	5,462	(9,456)	(3,994)
TOTAL FUNDS	356,012	(350,688)	5,324

Comparatives for movement in funds

	At 1.9.18	Net movement in funds	At 31.8.19
	£	£	£
Unrestricted funds			
General fund	67,459	17,530	84,989
Designated fund	20,267	(6,400)	13,867
	87,726	11,130	98,856
Restricted funds			
Restricted fund	8,164	(4,158)	4,006
TOTAL FUNDS	95,890	6,972	102,862

11. MOVEMENT IN FUNDS - continued

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

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	386,486	(368,956)	17,530
Designated fund	-	(6,400)	(6,400)
	386,486	(375,356)	11,130
Restricted funds			
Restricted fund	8,510	(12,668)	(4,158)
TOTAL FUNDS	394,996	(388,024)	6,972

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

	At 1.9.18 £	Net movement in funds £	At 31.8.20 £
Unrestricted funds			
General fund	67,459	33,248	100,707
Designated fund	20,267	(12,800)	7,467
	87,726	20,448	108,174
Restricted funds			
Restricted fund	8,164	(8,152)	12
TOTAL FUNDS	95,890	12,296	108,186

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 £	Movement in funds £
Unrestricted funds			
General fund	737,036	(703,788)	33,248
Designated fund	-	(12,800)	(12,800)
	737,036	(716,588)	20,448
Restricted funds			
Restricted fund	13,972	(22,124)	(8,152)
TOTAL FUNDS	751,008	(738,712)	12,296

Purposes of designated and restricted funds

Restricted funds at 31 August 2020 represents the carrying value of fixed assets acquired from restricted funds of £12 (2019: £4,006).

Designated funds at 31 August 2020 represents the carrying value of the new building at Signhills of £7,467 (2019: £13,867).

The balances relating to capital expenditure are adjusted each year in line with the depreciation of the assets acquired.

11. MOVEMENT IN FUNDS - continued

Restricted funds also includes funding received to assist with the inclusion of children.

12. RELATED PARTY DISCLOSURES

There were no related party transactions for the year ended 31 August 2020.

13. LEASING COMMITMENTS

The following operating lease payments are committed to be paid:

	Land and Buildings	
	31.8.20	31.8.19
	£	£
Expiring:		
Within one year	6,863	5,238
Between one and five years	6,489	19,634

	31.8.20 £	31.8.19 £
INCOME AND ENDOWMENTS		
Incoming resources from charitable activities		
Nursery Education Grant	215,787	271,797
Creche services	372	15,750
Other grants & donations	76,149	-
Fees from parents	61,358	103,701
	353,666	391,248
Activities for generating funds		
Fundraising events	797	2,965
Uniform sales	549	783
	1,346	3,748
Other income		
Coastal Community grant	1,000	-
Total incoming resources	356,012	394,996
EXPENDITURE		
Fundraising		
Purchases for resale	1,570	2,466
Charitable activities		
Wages	201,992	232,588
Social security	7,714	6,783
Pensions	9,054	7,778
Training	6,928	12,709
Consumables	3,552	3,941
Books, toys and games	2,715	3,075
Lunch costs and refreshments	2,351	3,627
Bad debts	-	1,025
Stationery	4,494	4,334
Telephone	3,318	3,455
Insurance	1,739	1,722
Subscriptions	2,520	2,520
Sundry expenses	511	2,477
	246,888	286,034
Premises costs		
Rent and rates	32,826	30,036
Repairs and renewals	397	1,095
Depreciation of tangible fixed assets	11,963	11,413
	45,186	42,544
Support costs		
Other		
Trustees' salaries	27,295	26,540
Trustees' social security	2,567	2,488
Carried forward	29,862	29,028

	31.8.20 £	31.8.19 £
Other		
Brought forward	29,862	29,028
Trustees' pension contributions	819	796
Wages	22,207	22,941
Social security	669	748
Accountancy	2,100	2,040
Payroll	1,387	1,427
	57,044	56,980
Total resources expended	350,688	388,024
Net income	5,324	6,972