

BOWS AND ARROWS
(A company limited by guarantee)

TRUSTEES' REPORT AND FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2024

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(A company limited by guarantee)

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**REFERENCE AND ADMINISTRATIVE DETAILS OF THE COMPANY, ITS TRUSTEES AND ADVISERS
FOR THE YEAR ENDED 31 AUGUST 2024**

Trustees

Mr S Greenacre, Trustee
Mrs C Atkins, Trustee
Mrs C Horne, Trustee (resigned 1 December 2023)
Mrs K Taylor, Chair
Ms B Ramsey, Trustee
Mrs L Wilson, Trustee (Appointed 23 February 2023)

Company registered number

06784276

Charity registered number

1129046

Registered office

Wigwams Nursery
Whitton Church Lane
Ipswich
Suffolk
IP1 6LW

Chief executives

Anne Denny

Independent auditors

Larking Gowen LLP
Chartered Accountants
1 Claydon Business Park
Great Blakenham
Ipswich
IP6 0NL

Bankers

Lloyds Bank Plc
PO Box 4
13 Cornhill
Ipswich
IP1 1DG

Solicitors

Gotelee Solicitors LLP
Elm Street
Ipswich
IP1 2AY

BOWS AND ARROWS
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TRUSTEES' REPORT
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 2023. The accounts have been prepared in accordance with the accounting policies set out in the notes to the accounts and comply with the charity's Articles of Association, the Companies Act 2006 and "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)".

The annual report serves the purposes of both a Trustees' report and a Directors' report under company law.

Since the company qualifies as small under Section 383, the strategic report required of medium and large companies under The Companies Act 2006 (Strategic Report and Director's Report) Regulations 2013 is not required.

The information on page 1 forms part of this report.

Our Goal

Bows & Arrows envisages a time when all children, irrespective of race, culture, means or ability, can thrive within high quality and affordable childcare that has the needs of their families at its heart.

Public Benefit

The Trustees confirm that they have complied with the duty in Section 17 of The Charities Act (2011) to have due regard to the Charity Commission's general guidance on public benefit and in particular to its supplementary public benefit guidance on charitable educational establishments and advancement of education. Our main activity is the operation of 'full daycare' nurseries. Bows & Arrows has established high-quality settings in locations that will serve some of the most disadvantaged families in Ipswich. We have a significant number of children with additional needs, children for whom English is not their first language and children at risk.

ACHIEVEMENT AND PERFORMANCE

Charitable Objects

To advance the education and development of young children, in particular in the borough of Ipswich, Suffolk, and in so doing:

1. offer appropriate learning experiences and play facilities;
2. ensure that our nurseries offer opportunities for all children whatever their race, culture, means or ability;
3. encourage parents to become involved in the activities of the nursery;
4. signpost families to additional support in the best interests of children attending the setting.

During the period, we continued to achieve the Charitable Objects in the following ways:

1- offered appropriate learning experiences and play facilities

We achieved this aim in several ways,

- Operation of day-care nurseries
- Delivery of Forest School Sessions
- Teaching the revised Early Years Foundations Stage framework

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TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2024

We operated early education and childcare from seven Ofsted registered settings. Ofsted inspected Wellington Nursery in November 2023 and Forest Learners Nursery in March 2024, both nurseries were graded as outstanding in all areas and consequently all inspected nurseries in the group are graded outstanding. Therefore, we know children's learning experiences and play is appropriate from our exceptional Ofsted grades.

The Nursery Operations Manager oversees and monitors the educational standards and supports each Nursery Manager to run their settings effectively. We see evidence of her input through higher scores in children's assessments and Ofsted inspection outcomes.

The knowledge and skills of our employees is a key driver in children's outcomes, all employees receive a range of quality training and at least three internal Professional Development Days so our children experience appropriate learning. Achieving consistent quality across our group of nurseries is challenging, but it is made considerably easier by have a dedicated and passionate staff team. Our core values and commitment to continuous improvement underpin our practice.

In April 2024 we decided to close The Children's Triangle Nursery at the end of Summer Term 2024 and open a new nursery at the same site from Spring Term 2025. The main driver for this change was the inability to find a suitable Nursery Manager and to alter the operational terms of the nursery. The brave decision to close the nursery for one term to find suitable leadership emphasises our commitment to provide only high-quality early years provision. Whilst piecemeal management arrangements could have been organised, we considered our children, families and employees deserved more than a temporary fix.

2 - ensured that our nurseries offer opportunities for all children whatever their race, culture, means or ability

The Bows and Arrows nurseries are located within the top 20% most deprived neighbourhoods in the country and therefore we enrol many children from disadvantaged communities including children from diverse backgrounds and families with a low income. Operating in these areas is an active choice so we can reach those who need us most. All families had the opportunity to benefit from our service without unnecessary and unreasonable cost or restrictions. Specifically,

- Our nurseries were 'open access' i.e. any child could join the nursery subject to age, funding criteria (set by the Government) and/or payment of advertised session fees.
- Policies were in place to ensure we were inclusive, particularly the admissions policy and equal opportunities policy.
- There were no joining fees and no registration fees as this might restrict access to our services.
- We accepted funding for all our sessions, including sessions for eligible 2-year-old children.
- We did not charge families for additional elements such as excursions, consumables, family support services and participation in forest school sessions.

Internal data tells us that we have an accessible service with a diverse range of families.

Bows and Arrows Pedagogy is inspired by research and local need. We know our families well and our nurseries provide an appropriate curriculum for our communities. For examples our Forest School Sessions are particularly appropriate as a significant proportion of children live in flats and have limited access to natural spaces outdoors. The opportunity for children to participate in Forest School sessions is hugely beneficial; afterwards they are less likely to exhibit negative behaviour, have increased levels of self-esteem and self-confidence and more likely to have improved physical stamina and concentration.

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TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2024

3 - encouraged parents to become involved in the activities of the nursery

Our established team of Family Support Practitioners improve family engagement. Our families tell us the FSP team make a real difference in giving advice, signposting and directly supporting children to accelerate their learning and development.

Learning happens everywhere, including the child's home. Providing a home visit for every child enables us to involve parents from the very start.

We run several events across our nurseries to involve families including school leavers events, summer fetes, storytelling sessions and allotment days.

We conduct frequent parent surveys to gather information about parents' experiences, views, and use of childcare and early years provision. The surveys help us understand family preferences, expectations, and satisfaction levels. Families tell us they value our services and our childcare offer.

4 - signposted families to additional support in the best interests of children attending the setting

We supported children by sensitively signposting parents and carers to other services including:

- Local Children's Centres
- GP Surgeries
- Health Visitors
- Family Support Workers and Social Workers
- Speech and language support
- SEND services
- Families Information Service

We have partnered with other organisations to advance children outcomes, for example "Lets Talk Reading" regularly visit the nurseries to undertake reading sessions with the children.

Strategic Progress

The charity's adopted a new strategic plan for the period 2024 – 2026. The plan aims to improve the financial and educational performance of the organisation.

Improved Financial Performance (to operate financially viable nurseries and to maintain company reserves)

- Grow group occupancy by +10%
- Improved financial management through more accountability, control and strategising
- Maintain current reserves level (£500k) by end of period

Improved educational performance (to ensure all children achieve exceptional outcomes)

- To improve and deliver high quality methods of teaching
- To strengthen and upskill existing staff members knowledge and practice through tailored in-house training programmes and coaching alongside external sources
- Solidify and extend the 'family offer' with further development of the family support practitioner programme, reach and input

To improve our financial performance, the nursery teams have prioritised child admissions at all nursery sites this year. The "Full Time Equivalent" (FTE) child occupancy has increased by 35% from June 2023 to June 2024.

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TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2024

To improve our educational performance, we have sought extended funding for key employees. As of 31st August 2024 we employ three Family Support Practitioners across the group, two of which have external grant funding secured to pay their salary costs for the next three years, we thank the Suffolk Freemasons and The Rope Trust for their generous donations to support this work. This funding gives us the financial security to plan and deliver our family offer over a longer period.

Going Concern

The Trustees have reviewed forecasts for the rest of the financial year and further considered the forecast surplus for the twelve months following approval of these accounts. Reforecasting is undertaken regularly as expected future occupancy levels change. The Trustees have also considered the current financial position of the Charity.

Therefore, after making appropriate enquiries, the Trustees have a reasonable expectation that the Charity has adequate resources to continue in operational existence for the foreseeable future. For this reason, they continue to adopt the going concern basis in preparing the financial statements.

Financial Position

The results for the year, and the charity's financial position at the end of the year, are shown in the attached financial statements. Bows & Arrows recorded a surplus of £170,461 from operating activities in the period to 31st August 2024. The improved performance from FY 2022-23 can be attributed to a few factors including reduced expenditure for central services, reduced depreciation costs (as we have renewed our commercial leases) and less expenditure on salary costs.

Recent changes in the UK government's policy on childcare for working families has been influential this year. From September 2024 working parents of 9-month-olds were eligible for 15 hours of funded early education per week for 38 weeks a year and from September 2025 working parents of children under the age of five will be eligible for 30 hours of government-funded childcare per week. This change has meant that demand for childcare is high as families gear up for these changes. Our occupancy has grown and at peak times we have limited child registrations due to the inability to recruit suitable staff or because the number of children has reached full capacity for the space available.

Significant Financial Risks

- There is a competitive market for high quality, qualified educators and we cannot serve families without the right people. If recruitment stalls, admissions (and income) will be restricted.
- Pressures from external funding continue. The charity's main funding is early education funding from Government, and this accounts for circa 70% of income. A financial risk occurs when annual % increases to the funding rate don't match increased delivery costs.

A previous financial risk has been withdrawn and we have felt the benefits of this change during the current financial year. In April 2023 the government removed the cap on the number of apprentices that small employers can employ. Before this change, small employers who did not pay the apprenticeship levy were limited to a maximum of 10 new apprenticeships. This decision has been instrumental for developing and expanding our workforce as we now have access to a regular supply of Apprentice Early Years Educators to employ and train, to eventually become qualified practitioners.

These risks are mitigated by our good ability to analyse the position of the charity quickly & respond.

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TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2024

Reserves policy

Bows & Arrows holds reserves:

1. To protect the continuity of the charity's work in the event of any sudden, enforced cessation in trading e.g. loss of registration, force majeure, or withdrawal of grant funding from Suffolk County Council. At 31 August 2024, this level should be £400,000.
2. To maintain assets when required. At 31st August 2024 this figure should be £50,000.
3. To provide the capital to deliver our strategic plan. These are 'opportunistic reserves', set aside to enable the charity to evolve and take advantage of strategic development opportunities. At 31st August 2024, this level is £50,000.

This is a total of £500,000. The current free reserves is £601,949.

By dividing the reserves into these levels, the charity is confident that it has considered all the different risks that the charity may face and has adequate money in reserve to deal with them.

Principal funding sources

The principal source of funding is the Early Education Funding for 3 and 4 year olds, and the Two-Year-Old Funding. There are other funds which support our work (such as the Disability Access Fund) which are provided by the local authority, Suffolk County Council. The Council oversee the use of the funds and periodically undertake funding audits to check the funds have been spent appropriately.

We also receive a significant income from nursery fees, i.e. money paid to the nurseries by families or other sponsors.

Fundraising Regulator

In the year, fundraising represented 0.5% income. The Charity is committed to good fundraising practice and follows the Code of Fundraising Practice. No complaints have been registered against the Charity during the year under review.

Investments

The charity has no investments.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing document

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

Organisational Structure & Decision Making

Bows and Arrows is a registered charity and a company limited by guarantee and a non-profit making organisation. We are governed by a Board of Trustees. Trustees are appointed from our client base of parents, representatives from the local community, or representatives from partner organisations.

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TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2024

Our Articles of Association state that “when complete, the Trustees consist of at least three, and not more than 10 individuals”. The board of trustees requires breadth and depth of experience to carry out its duties effectively and efficiently. A trustee’s most important attribute is the passion for the work that the nurseries undertake. Where possible the charity considers that the skills and experience of the board should comprise the following:

- A trustee with a legal background
- A trustee with a financial/accounting background
- A trustee with educational experience
- A trustee with senior management/business experience
- A trustee with awareness of equal opportunities or disabilities

The trustees meet 4 times a year, with additional meetings as necessary. The Board is responsible for strategic direction, for ensuring proper governance of Bows & Arrows activities and for risk.

A Chief Executive Officer is appointed by the trustees to manage the day-to-day operations of the charity. The Board expects the Chief Executive Officer to take both strategic and operational decisions based on the budget and delegated authorities. The Board expects that all decision making will be within Bows & Arrows objectives and policies.

a. Methods of appointment or election of Trustees

From time to time, the Trustees together with the Chief Executive consider the leadership skills that would benefit the charity. Accordingly, they will seek to recruit new Trustees – wheresoever possible, from families connected to the charity.

Key management salaries

Pay at all levels is set in line with the organisational pay structure. Pay for the Chief Executive is decided by the Board.

Risk management

Trustees have a prudent attitude to risk and seek to foresee and avoid any major risks to our activity. Medium risks are reviewed regularly at Trustee meetings and management meetings. Risk assessments are completed regularly. These processes have been successful so far in minimising any significant risk to the company and those people that use its services

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TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2024

Plans for future periods

Trustees are actively exploring sustainable ways to advance the charity while remaining steadfast in upholding its core values; the selection of nursery locations and premises plays a pivotal role in this effort. Bows and Arrows regularly assess the suitability of our sites to ensure they meet standards for accessibility, capacity, and operational efficiency. In January 2025, the Board anticipates the opening of The Nest Nursery in Ipswich, which will provide full daycare services for babies, toddlers, and preschool-aged children. The primary focus will be on recruiting and supporting a dedicated team, delivering high-quality teaching and learning experiences, and maintaining the exceptional standards that define the entire nursery group.

Trustees' responsibilities in relation to the financial statements

The trustees (who are also the directors of Bows and Arrows for the purposes of company law) are responsible for preparing the Trustees' Report 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 year. In preparing those financial statements, the trustees are required to:

- select suitable accounting policies and then apply them consistently;
- state whether applicable accounting standards and statements of recommended practice have been followed subject to any material departures disclosed and explained in the financial statements;
- observe the methods and principles in the Charity SORP;
- make judgements and estimates that are reasonable and prudent; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in operation.

The trustees have overall responsibility for ensuring that the charity has appropriate systems of controls, financial and otherwise. They are also responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the financial statements comply with the Companies Act 2006 and the Statement of Recommended Practice, "Accounting and Reporting by Charities". They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities and to provide reasonable assurance that:

- The charity is operating efficiently and effectively;
- Its assets are safeguarded against unauthorised use or disposition;
- Proper records are maintained and financial information used within the charity or for publication is reliable; and
- The charity complies with relevant laws and regulations.

In accordance with company law, as the company's directors, we certify that:

- so far as we are aware, there is no relevant information of which the company's auditors are unaware; and
- as the directors of the company we have taken all the steps that we ought to have taken in order to make ourselves aware of any relevant audit information and to establish that the company's auditors are aware of that information.

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TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2024

Disclosure of information to auditors

Each of the persons who are Trustees at the time when this Trustees' report is approved has confirmed that:

- so far as that Trustee is aware, there is no relevant audit information of which the charity's auditors are unaware, and
- that Trustee has taken all the steps that ought to have been taken as a Trustee in order to be aware of any relevant audit information and to establish that the charity's auditors are aware of that information.

Auditors

The auditors, Larking Gowen LLP, have indicated their willingness to continue in office.

The Trustees report was approved by order of the Board of Trustees, as the company directors and signed on its behalf by:



Mr S Greenacre
Trustee

Date: 13 January 2025

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INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF BOWS AND ARROWS

Opinion

We have audited the financial statements of Bows and Arrows (the 'charitable company') for the year ended 31 August 2024 which comprise the Statement of financial activities, the Balance sheet, the Statement of cash flows and the related notes, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 August 2024 and of its incoming resources and application of resources, including its income and expenditure for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

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

Larking Gowen has assisted with year end reconciliations. This service is covered by exemptions in the FRC Ethical Standard in paragraph 6.11 and 6.15, applying to audits of Small Entities.

Conclusions relating to going concern

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

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

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

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INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF BOWS AND ARROWS (CONTINUED)

Other information

The other information comprises the information included in the Annual report other than the financial statements and our Auditors' report thereon. The Trustees are responsible for the other information contained within the Annual report. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon. Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the course of the audit, or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Opinion on other matters prescribed by the Companies Act 2006

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

- the information given in the Trustees' report for the financial year for which the financial statements are prepared is consistent with the financial statements.
- the Trustees' report has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

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

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

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

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INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF BOWS AND ARROWS (CONTINUED)

Responsibilities of trustees

As explained more fully in the Trustees' responsibilities statement, the Trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the Trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

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

Auditors' responsibilities for the audit of the financial statements

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

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

Due to the field in which the Charity operates, we identified the following areas as those most likely to have a material impact on the financial statements: health and safety; GDPR, safeguarding, serious incident reporting and compliance with the financial UK Companies Act.

Our approach to identifying and assessing the risk of material misstatement in respect of irregularities, including fraud and non-compliance with laws and regulations, was as follows:

- Enquiries with management about any known or suspected instances of non-compliance with laws and regulations, accidents in the workplace and fraud;
- Reviewing financial statement disclosures and testing to supporting documentation to assess compliance with applicable laws and regulations;
- Challenging assumptions and judgements made by management in their significant accounting estimates; and
- Auditing the risk of management override of controls, including through testing journal entries and other adjustments for appropriateness.

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

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INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF BOWS AND ARROWS (CONTINUED)

Use of our report

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

Giles Kerkham FCA DChA (Senior statutory auditor)

for and on behalf of

Larking Gowen LLP

Chartered Accountants

Statutory Auditors

1 Claydon Business Park

Great Blakenham

Ipswich

IP6 0NL

Date: 16/1/2025

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**STATEMENT OF FINANCIAL ACTIVITIES (INCORPORATING INCOME AND EXPENDITURE ACCOUNT)
FOR THE YEAR ENDED 31 AUGUST 2024**

	Note	Restricted funds 2024 £	Unrestricted funds 2024 £	Total funds 2024 £	<i>Total funds 2023 £</i>
Income from:					
Donations and grants	4	201,398	19,608	221,006	207,144
Charitable activities	5	-	2,107,216	2,107,216	1,663,900
Investments	6	-	551	551	409
Total income		201,398	2,127,375	2,328,773	1,871,453
Expenditure on:					
Charitable activities		192,923	1,965,389	2,158,312	2,133,849
Total expenditure		192,923	1,965,389	2,158,312	2,133,849
Net movement in funds		8,475	161,986	170,461	(262,396)
Reconciliation of funds:					
Total funds brought forward		665,489	523,218	1,188,707	1,451,103
Net movement in funds		8,475	161,986	170,461	(262,396)
Total funds carried forward		673,964	685,204	1,359,168	1,188,707

The Statement of financial activities includes all gains and losses recognised in the year.

The notes on pages 17 to 34 form part of these financial statements.

BOWS AND ARROWS
(A company limited by guarantee)
REGISTERED NUMBER: 06784276

BALANCE SHEET
AS AT 31 AUGUST 2024

	Note	2024 £	2023 £
Fixed assets			
Tangible assets	11	748,406	772,389
		<u>748,406</u>	<u>772,389</u>
Current assets			
Debtors	12	24,132	26,239
Cash at bank and in hand		696,313	507,304
		<u>720,445</u>	<u>533,543</u>
Creditors: amounts falling due within one year	13	(109,683)	(117,225)
Net current assets		<u>610,762</u>	<u>416,318</u>
Total assets less current liabilities		<u>1,359,168</u>	<u>1,188,707</u>
Total net assets		<u><u>1,359,168</u></u>	<u><u>1,188,707</u></u>
Charity funds			
Restricted funds	15	673,964	665,489
Unrestricted funds	15	685,204	523,218
Total funds		<u><u>1,359,168</u></u>	<u><u>1,188,707</u></u>

The Trustees acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and preparation of financial statements.

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

The financial statements were approved and authorised for issue by the Trustees and signed on their behalf by:



Mr S Greenacre

Trustee

Date: 13 January 2025

The notes on pages 17 to 34 form part of these financial statements.

BOWS AND ARROWS
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STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 31 AUGUST 2024

	2024 £	2023 £
Cash flows from operating activities		
Net cash used in operating activities	188,754	(429,605)
Cash flows from investing activities		
Proceeds from the sale of tangible fixed assets	11,904	-
Purchase of tangible fixed assets	(12,200)	(16,200)
Interest received	551	409
Net cash provided by/(used in) investing activities	255	(15,791)
Cash flows from financing activities		
Net cash provided by financing activities	-	-
Change in cash and cash equivalents in the year	189,009	(445,396)
Cash and cash equivalents at the beginning of the year	507,304	952,700
Cash and cash equivalents at the end of the year	696,313	507,304

The notes on pages 17 to 34 form part of these financial statements

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NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2024

1. General information

Bows and Arrows is a company, limited by guarantee and has no share capital, incorporated in England and Wales, registration number 06784276. The registered office is Wigwams Nursery, Whitton Church Lane, Ipswich, Suffolk, IP1 6LW.

2. Accounting policies

Basis of preparation of financial statements

The financial statements 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), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

Bows and Arrows meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy.

The financial statements are prepared in Sterling and rounded to the nearest £.

2.1 Going concern

The Trustees have reviewed forecasts for the rest of the financial year and further considered the forecast surplus for the twelve months following approval of these accounts. Reforecasting is undertaken regularly as expected future occupancy levels change. The Trustees have also considered the current financial position of the Charity.

Therefore, after making appropriate enquiries, the Trustees have a reasonable expectation that the Charity has adequate resources to continue in operational existence for the foreseeable future. For this reason, they continue to adopt the going concern basis in preparing the financial statements.

2.2 Legal status of the Charity

The Charity is a company by limited guarantee and has no share capital. Each of the members has undertaken to contribute an amount not exceeding £10 towards the assets of the company in the event of the same being wound up, while he or she is a member, or within one year after he or she ceases to be a member, and the assets being insufficient to cover the company's debts and liabilities.

BOWS AND ARROWS
(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2024

2. Accounting policies (continued)

2.3 Income

All income is recognised once the Charity has entitlement to the income, it is probable that the income will be received and the amount of income receivable can be measured reliably.

The following specific policies are applied to particular categories of income:

Voluntary income is received by way of grants, donations and gifts and is included in full Statement of Financial Activities when receivable. Grants, where entitlement is conditional on the delivery of specific performance by the Charity, are recognised when the Charity becomes unconditionally entitled to the grant.

Donated services and facilities are included at the value to the Charity where this can be quantified. The value of services provided by volunteers has not been included in these accounts.

Investment income is included when receivable.

Income from charitable activities are accounted for when earned.

Income from grants, where related to performance and specific deliverables, are accounted for as the Charity earns the right to consideration by its performance.

Income tax recoverable in relation to investment income is recognised at the time the investment income is receivable.

2.4 Expenditure

Expenditure is recognised once there is a legal or constructive obligation to transfer economic benefit to a third party, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. All expenditure is accounted for on an accrual basis under the following headings:

Expenditure on charitable activities is incurred on directly undertaking the activities which further the company's objectives, as well as any associated support costs.

Governance costs include those costs associated with meeting the constitutional and statutory requirements of the Charity and include the audit fees and costs linked to the strategic management of the Charity.

All costs are allocated between the expenditure categories of the Statement of Financial Activities on a basis designed to reflect the use of resources. Costs relating to these are allocated directly. Other costs such as governance costs are apportioned on an appropriate basis e.g. by revenue generated.

All expenditure is inclusive of irrecoverable VAT.

2.5 Interest receivable

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the company; this is normally upon notification of the interest paid or payable by the institution with whom the funds are deposited.

BOWS AND ARROWS
(A company limited by guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2024**

2. Accounting policies (continued)

2.6 Taxation

The company is considered to pass the tests set out in Paragraph 1 Schedule 6 of the Finance Act 2010 and therefore it meets the definition of a charitable company for UK corporation tax purposes. Accordingly, the company is potentially exempt from taxation in respect of income or capital gains received within categories covered by Chapter 3 Part 11 of the Corporation Tax Act 2010 or Section 256 of the Taxation of Chargeable Gains Act 1992, to the extent that such income or gains are applied exclusively to charitable purposes.

2.7 Tangible fixed assets and depreciation

Tangible fixed assets are initially recognised at cost. After recognition, under the cost model, tangible fixed assets are measured at cost less accumulated depreciation and any accumulated impairment losses. All costs incurred to bring a tangible fixed asset into its intended working condition should be included in the measurement of cost.

Depreciation is charged so as to allocate the cost of tangible fixed assets less their residual value over their estimated useful lives.

Depreciation is provided on the following bases:

Long-term leasehold property	- over the lower of either the term of the lease or 50 years
Fixtures, fittings & equipment	- 10% on cost

2.8 Debtors

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

2.9 Cash at bank and in hand

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

2.10 Liabilities and provisions

Liabilities are recognised when there is an obligation at the Balance sheet date as a result of a past event, it is probable that a transfer of economic benefit will be required in settlement, and the amount of the settlement can be estimated reliably.

Liabilities are recognised at the amount that the company anticipates it will pay to settle the debt or the amount it has received as advanced payments for the goods or services it must provide.

Provisions are measured at the best estimate of the amounts required to settle the obligation. Where the effect of the time value of money is material, the provision is based on the present value of those amounts, discounted at the pre-tax discount rate that reflects the risks specific to the liability. The unwinding of the discount is recognised in the Statement of financial activities as a finance cost.

BOWS AND ARROWS
(A company limited by guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2024**

2. Accounting policies (continued)

2.11 Financial instruments

The company only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of bank loans which are subsequently measured at amortised cost using the effective interest method.

2.12 Operating leases

Rental paid under operating leases are charged to the Statement of Financial Activities on a straight line basis over the lease term.

2.13 Pensions

The pension costs charged in the accounts represent the contributions payable by the Charity during the year.

2.14 Employee benefits

The costs of short-term employee benefits are recognised as a liability and an expense unless those costs are required to be recognised as a part of the cost of stock or fixed assets.

Termination benefits are recognised immediately as an expense when the Company is demonstrably committed to terminate the employment of an employee or to provide termination benefits.

2.15 Fund accounting

General funds are unrestricted funds which are available for use at the discretion of the Trustees in furtherance of the general objectives of the company and which have not been designated for other purposes.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors or which have been raised by the company for particular purposes. The costs of raising and administering such funds are charged against the specific fund. The aim and use of each restricted fund is set out in the notes to the financial statements.

Investment income, gains and losses are allocated to the appropriate fund.

BOWS AND ARROWS
(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2024

3. Critical accounting estimates and areas of judgment

In application of the accounting policies, the trustees are required to make judgements, estimates and assumptions about the carrying amounts of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised where the revision affects only that period, or in the period of revision and future periods where the revision affects both the current and future periods.

4. Income from donations and grants

	Restricted funds 2024 £	Unrestricted funds 2024 £	Total funds 2024 £
Donations	-	11,928	11,928
Grants	201,398	7,680	209,078
	201,398	19,608	221,006

	<i>Restricted funds 2023 £</i>	<i>Unrestricted funds 2023 £</i>	<i>Total funds 2023 £</i>
Donations	-	9,232	9,232
Grants	184,912	13,000	197,912
	184,912	22,232	207,144

BOWS AND ARROWS
(A company limited by guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2024**

5. Income from charitable activities

	Unrestricted funds 2024 £	Total funds 2024 £	<i>Total funds 2023 £</i>
Fees receivable	864,791	864,791	757,739
Hot meals and consumable charges	70,296	70,296	32,097
Early education grants	1,172,129	1,172,129	874,064
	<u>2,107,216</u>	<u>2,107,216</u>	<u>1,663,900</u>

6. Investment income

	Unrestricted funds 2024 £	Total funds 2024 £	<i>Total funds 2023 £</i>
Interest receivable	551	551	409
	<u>551</u>	<u>551</u>	<u>409</u>

7. Analysis of expenditure by activities

	Activities undertaken directly 2024 £	Support costs 2024 £	Total funds 2024 £
Activities in furtherance of charitable activities	1,718,234	440,078	2,158,312
	<u>1,718,234</u>	<u>440,078</u>	<u>2,158,312</u>

	<i>Activities undertaken directly 2023 £</i>	<i>Support costs 2023 £</i>	<i>Total funds 2023 £</i>
Activities in furtherance of charitable activities	1,653,863	479,986	2,133,849
	<u>1,653,863</u>	<u>479,986</u>	<u>2,133,849</u>

BOWS AND ARROWS
(A company limited by guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2024**

7. Analysis of expenditure by activities (continued)

Analysis of direct costs

	Total funds 2024 £	<i>As restated Total funds 2023 £</i>
Staff costs	1,445,645	1,446,499
Depreciation	24,512	24,568
Cleaning	36,462	46,823
Hot meals & snacks	46,516	36,522
Nursery resources	40,893	40,550
Marketing	125	5,488
Fundraising expenditure	10,344	8,341
DAF	8,999	5,631
EY pupil premium	1,970	5,748
SENDCO	932	1,794
Resources	92,043	14,492
Training	9,793	17,407
	1,718,234	1,653,863

BOWS AND ARROWS
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**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2024**

7. Analysis of expenditure by activities (continued)

Analysis of support costs

	Activities 2024 £	Total funds 2024 £	<i>Total funds 2023 £</i>
Rent	53,440	53,440	68,326
Cleaning	7,883	7,883	6,795
Rates	3,430	3,430	5,769
Light & heat	12,769	12,769	39,733
Maintenance	24,080	24,080	29,490
Insurance	13,805	13,805	16,797
Telephone	9,464	9,464	11,695
Computer & IT costs	13,090	13,090	11,037
Travel & coach hire	7,512	7,512	9,105
Recruitment	2	2	7,191
DBS checks	1,800	1,800	2,081
Bad debts	2,906	2,906	5,174
Occupational health	2,941	2,941	4,157
Staff welfare	784	784	1,044
Staff costs	218,777	218,777	215,102
Disposal of assets	11,672	11,672	-
Governance costs	55,723	55,723	46,490
	<u>440,078</u>	<u>440,078</u>	<u>479,986</u>

8. Auditors' remuneration

	2024 £	<i>2023 £</i>
Fees payable to the company's auditor for the audit of the company's annual accounts	<u>14,310</u>	<u>13,500</u>

BOWS AND ARROWS
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NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2024

9. Staff costs

	2024	<i>As restated</i>
	£	2023
		£
Wages and salaries	1,328,393	1,338,069
Social security costs	92,213	85,365
Contribution to defined contribution pension schemes	25,039	23,065
	<u>1,445,645</u>	<u>1,446,499</u>

Redundancy payments amounted to £9,875 for the year (2023: £7,428)

The average number of persons employed by the company during the year was as follows:

	2024	2023
	No.	No.
Management	7	8
Support	97	93
	<u>104</u>	<u>101</u>

No employee received remuneration amounting to more than £60,000 in either year.

The remuneration of key management for the year was £113,694 (2023: £133,369).

10. Trustees' remuneration and expenses

During the year, no Trustees received any remuneration or other benefits (2023 - £NIL).

During the year ended 31 August 2024, no Trustee expenses have been incurred (2023 - £NIL).

BOWS AND ARROWS
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**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2024**

11. Tangible fixed assets

	Land & buildings £	Fixture, fittings & equipment £	Total £
Cost or valuation			
At 1 September 2023	1,085,178	105,456	1,190,634
Additions	-	12,200	12,200
Disposals	-	(16,332)	(16,332)
At 31 August 2024	<u>1,085,178</u>	<u>101,324</u>	<u>1,186,502</u>
Depreciation			
At 1 September 2023	356,121	62,124	418,245
Charge for the year	18,869	5,407	24,276
On disposals	-	(4,425)	(4,425)
At 31 August 2024	<u>374,990</u>	<u>63,106</u>	<u>438,096</u>
Net book value			
At 31 August 2024	<u>710,188</u>	<u>38,218</u>	<u>748,406</u>
At 31 August 2023	<u>729,057</u>	<u>43,332</u>	<u>772,389</u>

Land and buildings comprise long leasehold properties.

12. Debtors

	2024 £	2023 £
Due within one year		
Trade debtors	7,963	7,769
Other debtors	4,461	3,967
Prepayments and accrued income	11,708	14,503
	<u>24,132</u>	<u>26,239</u>

BOWS AND ARROWS
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**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2024**

13. Creditors: Amounts falling due within one year

	2024	2023
	£	£
Trade creditors	15,092	19,473
Other taxation and social security	19,891	23,430
Other creditors	5,118	5,255
Accruals and deferred income	69,582	69,067
	109,683	117,225

14. Deferred income

	2024	2023
	£	£
Deferred income at 1 September 2023	34,582	222,357
Resources deferred during the year	31,429	34,582
Amounts released from previous periods	(34,582)	(222,357)
Deferred income at 31 August 2024	31,429	34,582

Deferred income relates to nursery fees received in advance of the Autumn term.

BOWS AND ARROWS
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**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2024**

15. Statement of funds

Statement of funds - current year

	Balance at 1 September 2023 £	Income £	Expenditure £	Transfers in/out £	Balance at 31 August 2024 £
Unrestricted funds					
General Funds	521,378	2,159,585	(1,995,759)	-	685,204
Fundraising	1,840	11,928	(13,768)	-	-
	<u>523,218</u>	<u>2,171,513</u>	<u>(2,009,527)</u>	<u>-</u>	<u>685,204</u>
Restricted funds					
Capital	665,151	-	(23,985)	-	641,166
Deprivation	-	26,864	(26,981)	117	-
SENCO	-	70,996	(70,996)	-	-
EYPP	-	23,665	(26,560)	2,895	-
Locality Grant	266	-	(266)	-	-
IOA-Summer Term Activities	1	-	(1)	-	-
5 to Thrive	70	-	(70)	-	-
Tell Your Story	1	-	(1)	-	-
Stronger Practice Hub	-	16,226	(16,886)	660	-
Beacon Commodities Fund	-	2,221	(1,494)	-	727
Experts and Mentors Program	-	9,500	(9,500)	-	-
Port Community Fund and RJB	-	1,998	(1,297)	-	701
Forest Schools Sessions	-	6,800	(2,418)	-	4,382
Rope Trust	-	4,617	(1,924)	-	2,693
Maple Park Priority Area	-	1,275	(1,275)	-	-
Early Talk Boost	-	270	(270)	-	-
Big Local Trust Community	-	500	-	-	500
Masonic Charitable MCF	-	14,166	-	-	14,166
Other restricted funds	-	22,300	(8,999)	(3,672)	9,629
	<u>665,489</u>	<u>201,398</u>	<u>(192,923)</u>	<u>-</u>	<u>673,964</u>
Total of funds	<u>1,188,707</u>	<u>2,372,911</u>	<u>(2,202,450)</u>	<u>-</u>	<u>1,359,168</u>

BOWS AND ARROWS
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NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2024

15. Statement of funds (continued)

The income funds of the Charity include restricted funds comprising the following grants held on trust for specific purposes:

Deprivation

Fund to be used to improve outcomes for children, living in deprived areas, attending our various settings. The money is provided by Suffolk County Council.

Special Education Needs Coordinator (SENCO)

Grants given to nurseries to fund the work of SENCO in supporting children registered at the nurseries who have additional needs. The money is provided by Suffolk County Council.

Early Years Pupil Premium (EYPP)

The Early Years Pupil Premium (EYPP) is additional funding from DfE, via Suffolk County Council, for Early Years providers to help them improve the education they provide for disadvantaged 3- and 4- year-olds.

Ipswich Opportunity Area ('IOA') - Summer Term Activities

A grant provided to fund activities for school readiness including summer outdoor learning and the provision of book bags and other useful resources.

Ipswich Opportunities Area- Tell You Story

This grant allows for a project with an artist or arts-based organisation to develop oracy and emotional literacy.

Suffolk County Council - Five To Thrive

The programme supports healthy communication and brain development through 5 building blocks of 'Respond, Cuddle, Relax, Play. Talk'.

Locality grant

Suffolk County Councillor's each have an annual locality budget of £8,000 to spend in their area to benefit the community. Councillor Inga Lockington kindly awarded Wellington Nursery £1,000 to develop the garden area.

Stronger Practice hub

Launched in 2022, and one of 18 hubs across the country, the East of England Stronger Practice Hub is part of the Department for Education's covid recovery package. The hub provides advice, shares good practice and offers evidence-based professional development for early years practitioners across Suffolk, Norfolk and Cambridgeshire. Anne Denny is a hub partner.

Beacon Commodities Fund

This grant relates to a cooking project for a number of the nurseries.

BOWS AND ARROWS
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NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2024

15. Statement of funds (continued)

Experts and Mentors Program

This grant provides funding for an external individual to provide mentoring, advice and support to people outside of Bows and Arrows.

Port Community Fund and RJB

This grant also relates to a cooking project for a number of the nurseries.

Forest Schools Sessions

This grant provides funding for the staffing, travel and resources costs for one of the nurseries.

Rope Trust

This grant allows for family support services to be provided to one of the nurseries. This involves supporting families with their day to day life.

Maple Park

This grant allows the school to run cooking projects out of one of the nurseries.

Early Talk Boost

This grant relates to staffing costs as well as a thank you payment for one of the nurseries.

Big Local Trust Community

This grant provides funding for a farm trip for one of the nurseries.

Masonic Charitable MCF

This grant allows for family support services to be provided to one of the nurseries. This involves supporting families with their day to day life.

Other

Other small grants for restricted purposes.

BOWS AND ARROWS
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**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2024**

15. Statement of funds (continued)

Statement of funds - prior year

	<i>Balance at 1 September 2022 £</i>	<i>Income £</i>	<i>Expenditure £</i>	<i>Transfers in/out £</i>	<i>Balance at 31 August 2023 £</i>
Unrestricted funds					
General Funds	709,351	1,677,845	(1,865,818)	-	521,378
Fundraising	2,060	8,696	(8,916)	-	1,840
	<u>711,411</u>	<u>1,686,541</u>	<u>(1,874,734)</u>	<u>-</u>	<u>523,218</u>
Restricted funds					
Capital	682,701	-	(17,550)	-	665,151
Deprivation	-	26,247	(26,247)	-	-
SENCO	-	69,924	(69,924)	-	-
EYPP	-	18,022	(18,022)	-	-
Locality Grant	-	1,000	(734)	-	266
PVI-ELSA	11,570	-	-	(11,570)	-
PVI-PD Day	6,302	-	(10,520)	4,218	-
IOA-Family Support Practitioner	8,090	-	(15,442)	7,352	-
IOA-Summer Term Activities	184	-	(183)	-	1
IOA-Early Years Implementation	14,625	-	(14,625)	-	-
Engaged Communities	4,389	-	(4,389)	-	-
Reggio	3,876	-	(3,876)	-	-
5 to Thrive	44	-	26	-	70
Tell Your Story	828	-	(827)	-	1
Covid Restart	6,573	-	(6,573)	-	-
CPD	420	-	(420)	-	-
Strong School Start	90	-	(90)	-	-
Stronger Practice Hub	-	11,458	(11,458)	-	-
Other restricted funds	-	58,261	(58,261)	-	-
	<u>739,692</u>	<u>184,912</u>	<u>(259,115)</u>	<u>-</u>	<u>665,489</u>
Total of funds	<u>1,451,103</u>	<u>1,871,453</u>	<u>(2,133,849)</u>	<u>-</u>	<u>1,188,707</u>

BOWS AND ARROWS
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**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2024**

16. Analysis of net assets between funds

Analysis of net assets between funds - current period

	Restricted funds 2024 £	Unrestricted funds 2024 £	Total funds 2024 £
Tangible fixed assets	665,151	83,255	748,406
Current assets	8,813	711,632	720,445
Creditors due within one year	-	(109,683)	(109,683)
Total	673,964	685,204	1,359,168

Analysis of net assets between funds - prior period

	<i>Restricted funds 2023 £</i>	<i>Unrestricted funds 2023 £</i>	<i>Total funds 2023 £</i>
Tangible fixed assets	665,151	107,238	772,389
Current assets	54,891	478,652	533,543
Creditors due within one year	(54,553)	(62,672)	(117,225)
Total	665,489	523,218	1,188,707

17. Reconciliation of net movement in funds to net cash flow from operating activities

	2024 £	2023 £
Net income/expenditure for the period (as per Statement of Financial Activities)	170,461	(262,396)
Adjustments for:		
Depreciation charges	24,276	80,175
Interests from investments	(551)	(409)
(Increase)/decrease in debtors	2,107	1,909
Increase/(decrease) in creditors	(7,539)	(193,277)
Net cash provided by/(used in) operating activities	188,754	(373,998)

BOWS AND ARROWS
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**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2024**

18. Analysis of cash and cash equivalents

	2024	2023
	£	£
Cash in hand	696,313	507,304
Total cash and cash equivalents	696,313	507,304

19. Analysis of changes in net debt

	At 1 September 2023	Cash flows	At 31 August 2024
	£	£	£
Cash at bank and in hand	507,304	189,009	696,313
	507,304	189,009	696,313

BOWS AND ARROWS
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**NOTES TO THE FINANCIAL STATEMENTS
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20. Pension commitments

The Charity operates a group personal pension scheme, the assets of which are held in an independently administered fund. Employer's contributions paid during the year amounted to £25,039 (2023: £23,065).

All staff are allocated to either a nursery setting or a project fund which they work on. Project funds will dictate the charitable activity the employer pension contributions should go against as an expense. All projects are noted as being restricted or unrestricted funds so the project fund allocated for the employee to work on will dictate whether the individual employer pension contributions go against restricted or unrestricted funds.

21. Operating lease commitments

At 31 August 2024 the company had commitments to make future minimum lease payments under non-cancellable operating leases as follows:

	2024 £	2023 £
Not later than 1 year	39,566	41,772
Later than 1 year and not later than 5 years	15,368	27,777
Later than 5 years	19,706	20,067
	<u>74,640</u>	<u>89,616</u>

Lease payments recognised as an expense during the year were £48,983 (2023: £34,148).

22. Related party transactions

During the year two trustees received childcare services with fees charged of £5,764 (2023 £11,340).

One trustee received a discount on childcare fees totalling £602 (2023 - £609).