OAK HILL COMMUNITY NURSERY

England & Wales · Charity number 1130993

Details

Other names	OAK HILL COMMUNITY NURSERY LIMITED
Status	Registered
Legal form	Charitable company
Company number	05850668
Registered	2009-08-06
Register	View on the Charity Commission register

Contact

Address	29 Wallbutton Road London SE4 2NX
Phone	02076396047
Email	admin@oakhill.org.uk
Website	www.oakhill.org.uk

Activities

Objects: THE OBJECTS OF THE CHARITY ARE, FOR THE PUBLIC BENEFIT, THE ADVANCEMENT OF THE EDUCATION OF CHILDREN IN PARTICULAR BY:OFFERING APPROPRIATE PLAY AND LEARNING FACILITIES AND ENSURING SUCH PLAY AND FACILITIES OFFER OPPORTUNITIES FOR ALL CHILDREN WHATEVER THEIR RACE, CULTURE, RELIGION, GENDER, MEANS OR ABILITY; OFFERING THE OPPORTUNITY TO PARENTS AND CARERS TO TAKE RESPONSIBILITY FOR AND TO BECOME INVOLVED IN THE ACTIVITIES OF THE NURSERY/DAY CARE PROVISION; AND EDUCATING AND TRAINING ADULTS IN THE PROVISION OF CARE AND RECREATIONAL FACILITIES.

Activities: Management and provision of a childrens' nursery for 0-5 year oldsTraining and development of local residents in child careSupport of families through group activities, training and sign posting to other services

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Classification

- **How:** Provides Services, Other Charitable Activities
- **What:** Education/training, Economic/community Development/employment
- **Who:** Children/young People, Other Defined Groups

Geography

- **Area of benefit:** LONDON BOROUGH OF LEWISHAM WARDS OF TELEGRAPH HILL, NEW CROSS AND BROCKLEY
- Lewisham

Finances

Period end	Income	Expenditure	Assets	Employees
2025-09-30	£774,374	£779,805	£306,469	21
2024-09-30	£674,648	£697,499	£311,710	21
2023-09-30	£707,870	£668,835	£334,561	24
2022-09-30	£590,440	£594,279	£295,526	24
2021-09-30	£586,217	£586,204	£299,365	26
2020-09-30	£478,272	£529,303	-	-

Trustees

Name	Role	Appointed
GWENLIAN EVANS	Chair	2013-01-29
Catherine Braganza		2024-01-25
DENISE MICHAELA STULTZ		
JOHN FOWLER		2011-06-21
SANDRA MARGOLIES		2011-06-21

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OAK HILL COMMUNITY NURSERY

England & Wales - Charity number 1130993

Accounts

Company No. 05850668
Charity No. 1130993

OAK HILL COMMUNITY NURSERY
(Limited by Guarantee)

TRUSTEES' REPORT AND FINANCIAL STATEMENTS

FOR THE YEAR ENDED 30 SEPTEMBER 2025

OAK HILL COMMUNITY NURSERY

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OAK HILL COMMUNITY NURSERY

REFERENCE AND ADMINISTRATION DETAILS

Status	Company Limited by Guarantee No. 05850668 Registered Charity No. 1130993, registered 6 August 2009 The Company's governing document is its Memorandum and Articles of Association
Secretary and Registered Office:	Denise Stultz 29 Wallbutton Road Brockley London SE4 2NX
Trustees:	Denise Stultz John Fowler Sandra Margolies Gwenlian Evans Catherine Braganza
Key Management:	
Nursery Manager:	Paula Lane
Deputy Manager:	Samantha Cordwell
Auditor:	Azets Audit Services Chartered Accountants 2nd Floor Regis House 45 King William Street London EC4R 9AN
Bankers:	National Westminster Bank plc 87 Sidcup High Street Sidcup Kent DA14 6DL

OAK HILL COMMUNITY NURSERY

TRUSTEES' REPORT

FOR THE YEAR ENDED 30 SEPTEMBER 2025

The Trustees present their report and the audited financial statements of the charity for the year ended 30 September 2025. The trustees have adopted the provisions of the Statement of Recommended Practice (SORP) "Accounting and Reporting by Charities" (FRS 102) in preparing the annual report and financial statements of the charity.

Objectives and activities

A year of some ongoing challenges
Weekly updates continue to be circulated to inform parents and carers of the children's weekly activities and any in-house or governmental updates. Once again special thanks are due to Paula and her team for their ongoing leadership and team efforts throughout some very demanding times.

Charitable purposes and aims
The nursery's primary charitable purpose is the advancement of the education of children aged from birth to five years whose parents/carers live or work locally. This it does by offering appropriate play and learning facilities with fees as low as possible. The aim of low fees is to support families who might not otherwise be able to afford high-quality childcare and education in order to seek or sustain employment and/or take an active role in community life.

The nursery continues to offer the opportunity to parents and carers to become involved in the activities of the nursery/day care provision and has been particularly successful in offering occasional evening parent and child meetings e.g. to support pre-reading and literacy activities it also participates in an apprenticeship scheme.

The nursery offers support and advice to parents to support them in their child's learning and development. Throughout 2025 a weekly emailed newsletter has been used to share details of the various activities that the children have been able to enjoy.

Approach to Fundraising
There are two aspects to fundraising at the nursery. In some years the staff organise a fundraising event, a Summer. Monitoring and evaluation forms part of the annual appraisal of the Deputy Manager whose responsibilities include fundraising. The Deputy Manager's responsibilities include the monitoring and evaluation of the nursery's fundraising activities.

In addition to fund-raising for the nursery itself, there are occasions when the nursery raises funds for outside causes. Arrangements are made to collect gifts in kind as well as money. Parents are told in advance via weekly updates. These tend to be one off activities with the nursery acting as a convenient hub.
The nursery keeps its fees and costs as low as it can, aware of the financial pressure that childcare can pose so it is careful to ensure that all fundraising activities remain truly voluntary. No complaints have been recorded.

Activities: childcare
The nursery is designed to provide 55 places to local families between the hours of 8.00 am and 6.00 pm Monday to Friday. There are spaces for up to 15 babies from 6 months to 2 years (Snowdrops) and 40 spaces for 2 to 5-year- olds (Sunbells). Children of all abilities are given an equal opportunity to enjoy and learn, with the highest level of childcare and education.

Places are either full-time or part-time, for local parents/carers who need flexibility in their childcare arrangements to fit around their working or community life. Spaces are allocated on a first come/first served waiting-list basis to ensure equality and fairness.

Fees are kept low and set in order to support and attract low-income families, who can then sustain or seek employment. The nursery offers some fully funded places to eligible parents; although this does involve additional work for nursery staff, the main bureaucratic burden falls on the parents themselves.
Healthy well-balanced meals are prepared and cooked from our own kitchen. All allergy and special dietary requirements are catered for within feasibility. The Nursery cook continually experiments with new recipes to provide the children with a range of nutritious culturally diverse meals on a rotating menu basis. The children have three meals a day, with a healthy snack in between meals.

Objectives and activities - continued

Activities: education
The nursery ethos to Optimise Achievement and Knowledge through Highly Imaginative Learning and Laughter continues to be embedded in the curriculum alongside the Early Years Foundation Stage (EYFS) and spontaneous planning. The staff team provide the children with activities around the children's interests and their learning needs. These are evaluated in order to ascertain the individual child's developmental stage. The nursery operates a key-person system where members of staff work with a small group of children, supporting them to build relationships, feel safe and secure and build a relationship with the parents. Staff make sure that the needs of the child are being met and regularly meet with and report to parents on their child's progress.

In March 2024 the nursery was inspected by Ofsted and once again being assessed as Good in all categories.

Activities: Family support
The nursery staff team supports families by facilitating and sign-posting parents to training and support opportunities on aspects of childcare, learning and development. The nursery supports fathers in particular by encouraging them to take a more active role in their children's upbringing. The manager and deputy provide additional support to the parents in the care and education for their child, especially in relation to key transitions.

Activities: staff and volunteer training
The nursery in conjunction with colleges, universities and training providers, provides a training and development base for volunteers and students who seek to establish a career in early years care and education, social work or pediatric nursing. They are supported through a mentor arrangement and regular supervisions to develop their skills and learning. The nursery welcomes students for work experience primarily from the 6th form college situated next door and also from other Lewisham borough schools and colleges.

Public benefit
The Trustees of Oak Hill Nursery have complied with the duty in section 17 of the Charities Act 2011 to have due regard to the public benefit guidance published by the Charity Commission.

The Charity's objectives are the advancement of education by offering appropriate play and learning facilities and by offering the opportunity for parents and carers to take responsibility for and to become involved in the nursery.

The Trustees consider that Oak Hill's principal activities and aims, described on page 2-3 of this report (early years care, education, family support and training, development of staff in early years practices), are consistent with the Charity's objectives.

The beneficiaries of the Charity are children of families/carers living or working locally.

The Charity charges a fee for its core services, keeping fees are kept as low as possible to benefit families who would otherwise be unable to afford childcare, to enable them to sustain or seek employment, or maintain active community life.

The Early Learning Entitlement allows Oak Hill Nursery to offer provision to those who qualify but this entitlement is only sufficient to cover school hours and terms rather than the nursery's more extensive provision.

Achievements and performance

Childcare and education
The nursery staff continue to receive training to enhance their knowledge and understanding as a means to enhancing the children's experiences and development and this training is demonstrably influencing practice. Staff continue to implement the training received on 'Natural Thinkers' which is similar to The Forest School ethos and The Seeds of Empathy programme continues to be of influence in the nursery.

Family support
The Nursery Manager and Special Educational Needs and Disability Co-Ordinator (SENDCo) continue to regularly support families with children with additional and or special needs in accessing and providing 1-1 support, funding or specialist support. Also providing support with challenging behaviour and key transitions.

Achievements and performance - continued

Staff and volunteer development
Volunteers have been very helpful this year in improving the appearance of the flower beds that face Wallbutton Road and there are plans for this to continue in the growing season.

Oak Hill places considerable emphasis on staff growth and development with the manager and deputy providing in-house training and off-site training with both proving positive. The Nursery takes part in an apprenticeship scheme and actively encourages all staff to regularly assess their professional development and practice.

Financial review
Currently all training for staff has to be paid for and has been economically sourced from different providers to continue to offer the staff members appropriate continued professional development.
Nursery costs, play materials and outings increased as the nursery scaled up the extent of its charitable activities during the year. Premises, office and central costs were static.

Maintenance problems have continued to arise too often and requests have been passed around from department to department. The landlord can seek to pass on as far as possible the maximum proportion of maintenance and repair costs. While this is understandable, all too often it has had the effect of increasing the time taken to secure necessary repairs. The system of using only an approved contractor can prove slow and too much nursery staff time has been taken up with progress chasing.

The Charity recorded a deficit of £5,241 (2024: deficit of £22,851) during the year, decreasing the unrestricted reserve to £306,469 (2024: £311,710) of which £17,000 has been designated toward future iT upgrades and repairing the garden.

Reserves policy
The Board continues to create adequate reserves to enable the Charity to meet any extraordinary payments and unforeseen expenditure. Free reserves (excluding fixed assets) amounted to £285,093 at the year end. The reserves are set at 6 months expenditure to reflect the absence of any capital assets in an organisation such as Oak Hill.

Risk management
The Trustees can confirm that the major risks, to which the Charity is exposed, as identified by Trustees, have been reviewed and systems or procedures have been established to manage those risks. During 2025 three main risks were identified for particular monitoring:

- The increased cost of using agencies to cover vacancies or to find permanent replacement staff.
- The local shortage of trained and experienced staff.
- The time taken to get maintenance works agreed by the landlord.
-

Arrangements were made to mitigate these risks as follows:

- Monitoring costs and ensuring Lewisham fulfilled its duties as landlord sufficiently promptly.
- Maintaining a sufficient pool of bank staff to cover some short-term absences.
- Supporting staff undertaking further career development.

However, it must be reported that the year has been characterised by recurring difficulties caused by landlord performance that has been less than satisfactory particularly in relation to maintenance issues. The landlord has yet to update the nursery lease. In 2024 negotiations were promised 'in the new year'. 2026 has produced contact but not as yet a lease

Future costs
The charity has received the support of Lewisham Council for many years. The level of rent is subject to negotiation with the Council and the Board is actively exploring how the nursery can remain financially viable whilst preserving its charitable aims of maintaining low-cost childcare and education to low-income families. Oak Hill continues to keep salaries under review, bearing in mind the need for planning towards all staff receiving the Real Living Wage as minimum and maintaining pension contributions. A fees increase in September 2025 funded some staff salary increases but the situation is being kept under review in order to ensure that salaries are high enough to attract and retain staff.

Plans for the future

The business plan aims to find new sources of income to help fund the Charity's activities in addition to fee income. The Charity aims to retain its position as a low-cost provider of high-quality childcare. Local authority cutbacks continue to create a more volatile financial environment and the Trustees continued to look at all options. It has nevertheless proved possible to consider ways in which the whole site could be used more effectively for the benefit of the community Negotiations are still awaited.

The nursery gained charitable status in 2009. The management and governance systems were then updated.. The Board's review of the Charity's governance arrangements and financial systems was completed in July 2019 and the revised Articles of Association received Charities Commission approval in 2020.

The Board will be keeping recruitment to the nursery under constant review. Recruitment was healthy for September 2025; However shortage of staff in September 2025 meant that the nursery was not able to offer a place to every child on its waiting list. It is a situation which the Manager will be continuing to monitor

Structure, governance and management Trustees of the charity
The directors of the charitable company are its trustees for the purposes of charity law. The trustees who have served during the year and since the year end were as follows:

Gwen Evans
Catherine Braganza
John Fowler
Sandra Margolies
Denise Stultz

None of the Trustees had an interest in any contract or transaction during the year under review.

Status
The nursery is constituted as a company limited by guarantee and was granted charitable status on 06 August 2009. The Charity's governing document is contained in its 2020 Articles of Association.

Company membership
Trustees are co-opted or can stand for election at the AGM.

Delegation
The day-to-day management of the nursery is delegated to Paula Lane, the Nursery Manager and the Deputy Manager Samantha Cordwell. The management team work with a close-knit team of 21 permanent staff, and if necessary agency workers. There is a robust system of staff development and support in place led by the manager and deputy. The staff members receive regular supervisions. There are regular staff meetings and the senior team meet once a month for support and development. The Nursery Manager reports regularly to the Trustees and is able to call upon them at short notice in any contingency. The strategic direction and development of the nursery is a matter for the Leadership Team consisting of the Nursery Manager, Deputy Manager and the Trustees as is the level of fees set for service users. Salaries are kept under regular review with the Manager presenting proposals to the Board of Trustees for discussion. It is likely that further salary increases will be needed in 2026.

Relationships
The nursery has built good relationships with local schools, colleges and universities and regularly has students complete their work placements at the nursery. The Children's Centre at the front of the building continues to remain vacant however negotiations about the future use continue although there is some conflict between Oak Hill's charitable objectives and Lewisham's need to maximise income from an asset.

Statement of trustees' responsibilities

The trustees (who are also directors of Oak Hill Community Nursery 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 the year. In preparing these financial statements, the trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP 2015 (FRS 102);
- make judgements and estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements;
- prepare the accounts on the going concern basis unless it is inappropriate to presume that the charitable company will continue in operation.

The trustees are responsible for keeping adequate accounting records that disclose with reasonable accuracy at any time the financial position of the charitable company and 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.

In so far as the trustees are aware:

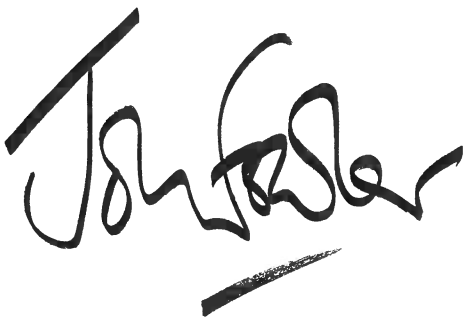
- there is no relevant audit information of which the charitable company's auditor is unaware; and
- the trustees have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditor is aware of that information.

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

Approved by the Board and signed on its behalf:

Signed: John Fowler, Trustee

Date: 30 April 2026



OAK HILL COMMUNITY NURSERY

INDEPENDENT AUDITOR'S REPORT

TO THE MEMBERS OF OAK HILL COMMUNITY NURSERY

Opinion

We have audited the financial statements of Oak Hill Community Nursery (the 'charitable company') for the year ended 30 September 2025 which comprise of the statement of Financial Activities, the Balance Sheet, the Cash Flow Statement and notes to the financial statements, 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 30 September 2025 and of its incoming resources and application of resources, 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 Auditor's 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 UK, including the FRC's Ethical Standard and the provisions available for small entities, in the circumstances set out in note 2 to the financial statements, 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.

Conclusions relating to going concern

We have nothing to report in respect of the following matters in relation to which the ISAs (UK) require us to report to you where:

- the trustees' use of the going concern basis of accounting in the preparation of the financial statements is not appropriate; or
- the trustees have not disclosed in the financial statements any identified material uncertainties that may cast significant doubt about the charitable company's ability to continue to adopt the going concern basis of accounting for a period of at least twelve months from the date when the financial statements are authorised for issue.

Other information

The trustees are responsible for the other information. The other information comprises the information included in the annual report, other than the financial statements and our auditor's report thereon. 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.

In connection with our audit of the financial statements, 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 audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. 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.

Opinions 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, which includes the directors' report prepared for the purposes of company law, for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the directors' report included within 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 the 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 directors' report included within the trustees' report.

We have nothing to report in respect of the following matters in relation to which the 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.

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.

Auditor's 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 auditor's 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 specific procedures for this engagement and the extent to which these are capable of detecting irregularities, including fraud is detailed below:

- Enquiry of management and those charged with governance around actual and potential litigation and claims as well as actual, suspected and alleged fraud;
- Reviewing minutes of meetings of those charged with governance;
- Assessing the extent of compliance with the laws and regulations considered to have a direct material effect on the financial statements or the operations of the company through enquiry and inspection;
- Reviewing financial statement disclosures and testing to supporting documentation to assess compliance with applicable laws and regulations;
- Performing audit work over the risk of management bias and override of controls, including testing of journal entries and other adjustments for appropriateness, evaluating the business rationale of significant transactions outside the normal course of business and reviewing accounting estimates for indicators of potential bias.

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. This risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance. The risk is also greater regarding irregularities occurring due to fraud rather than error, as fraud involves intentional concealment, forgery, collusion, omission or misrepresentation.

A further description of our responsibilities is available on the Financial Reporting Council's website at: https://www.frc.org.uk/Our-Work/Audit/Audit-and-assurance/Standards-and-guidance/Standards-and-guidance-for-auditors/Auditors-responsibilities-for-audit/Description-of-auditors-responsibilities-for-audit.aspx. This description forms part of our auditor's report.

OAK HILL COMMUNITY NURSERY

INDEPENDENT AUDITOR'S REPORT

TO THE MEMBERS OF OAK HILL COMMUNITY NURSERY

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 auditor's 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 the charitable company's members as a body, for our audit work, for this report, or for the opinions we have formed.

Azets Audit Services

John Howard (Senior Statutory Auditor)
For and on behalf of Azets Audit Services
Statutory Auditor, Chartered Accountants
2nd Floor, Regis House
45 King William Street
London
EC4R 9AN

Date: 22 June 2026

OAK HILL COMMUNITY NURSERY

STATEMENT OF FINANCIAL ACTIVITIES (Including Income and Expenditure Account)

FOR THE YEAR ENDED 30 SEPTEMBER 2025

	Notes	Unrestricted Funds £	Total Funds 2025 £	Total Funds 2024 £
INCOME				
Charitable activities	3	765,110	765,110	668,538
Investment income	4	5,595	5,595	2,364
Other trading activities		190	190	171
Other income	5	3,669	3,669	3,575
TOTAL INCOME		**774,564**	**774,564**	**674,648**
EXPENDITURE				
Charitable activities	6	779,805	779,805	697,499
TOTAL EXPENDITURE	7	**779,805**	**779,805**	**697,499**
NET INCOME /(EXPENDITURE)		**(5,241)**	**(5,241)**	**(22,851)**
RECONCILIATION OF FUNDS				
Total funds brought forward		311,710	311,710	334,561
TOTAL FUNDS CARRIED FORWARD	17	**306,469**	**306,469**	**311,710**

All transactions are derived from continuing activities.

All recognised gains and losses are included in the Statement of Financial Activities.

The notes on pages 13 to 20 form part of the financial statements.

OAK HILL COMMUNITY NURSERY

BALANCE SHEET

FOR THE YEAR ENDED 30 SEPTEMBER 2025

	Notes	2025		2024	
		£	£	£	£
FIXED ASSETS					
Tangible fixed assets	12		4,376		4,693
CURRENT ASSETS					
Debtors	13	15,477		12,490	
Cash at bank and in hand		367,948		355,490	
		383,425		367,980	
CURRENT LIABILITIES					
Creditors:					
Amounts falling due within one year	14	(81,332)		(60,963)	
NET CURRENT ASSETS			302,093		307,017
NET ASSETS			**306,469**		**311,710**
FUNDS					
Unrestricted funds:					
General fund			289,469		294,710
Designated funds	17		17,000		17,000
			306,469		**311,710**

Approved on behalf of the board on 30 April 2026 and signed on their behalf by

.....
John Fowler
Trustee

Company No. 05850668

The notes on pages 13 to 20 form part of these financial statements.

OAK HILL COMMUNITY NURSERY

CASH FLOW STATEMENT

FOR THE YEAR ENDED 30 SEPTEMBER 2025

	Notes	2025 £	2024 £
CASH FLOW FROM OPERATING ACTIVITIES			
Cash generated from operating activities	15	9,827	85
NET CASH FLOW FROM OPERATING ACTIVITIES		**9,827**	**85**
CASH FLOW FROM INVESTING ACTIVITIES			
Payments to acquire tangible fixed assets		(2,964)	(3,531)
Interest received		5,595	2,364
NET CASH FLOW FROM INVESTING ACTIVITIES		**2,631**	**(1,167)**
NET (DECREASE)/ INCREASE IN CASH AND EQUIVALENTS		**12,458**	**(1,082)**
CASH AND CASH EQUIVALENTS AT BEGINNING OF YEAR		**355,490**	**356,571**
TOTAL FUNDS CARRIED FORWARD		**367,948**	**355,490**
Cash and cash equivalents consists of:			
Cash at bank and in hand		**367,948**	**355,490**

The notes on pages 13 to 20 form part of these financial statements.

1. GENERAL INFORMATION

Oak Hill Community Nursery is a company limited by guarantee in the United Kingdom. The charitable company's registered number, charity number and address of the registered office is given in the reference and administration details on page 1 of these financial statements. The members of the company are the trustees named on page 1. In the event of the charity being wound up, the liability in respect of the guarantee is limited to £1 per member of the charity.

2. ACCOUNTING POLICIES

The principle accounting policies adopted, judgements and key sources of estimation uncertainty in the preparation of the financial statements are as follows:

(a) Basis of Accounting

The financial statements have been prepared in accordance with 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) issued on 16 July 2014, the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102), the Companies Act 2006 and UK Generally Accepted Practice.

Oak Hill Community Nursery 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 notes.

The financial statements are presented in sterling (£) which is also the functional currency for the charity.

(b) Preparation of the accounts on a going concern basis

At the time of approving these financial statements the Trustees have assessed the financial consequences of continued uncertainties yet are confident that the charities financial resources are sufficient to meet its liabilities for 12 months from authorising these financial statements. The budgeted income and expenditure remains sufficient with the level of the reserves for the charity to continue as a going concern. The financial statements have therefore been prepared on a going concern basis.

(c) Fund Accounting

Unrestricted funds are available for use at the discretion of the trustees in furtherance of the general objectives of the company.

Designated funds are unrestricted funds earmarked by the trustees for particular purposes.

Restricted funds are subject to restrictions on their expenditure imposed by the donor or through the terms of an appeal.

2. ACCOUNTING POLICIES (continued)

(d) Income

All income is recognised in the Statement of Financial Activities once the Nursery has entitlement to the funds, it is probable that the income will be received and the amount can be measured reliably. Income is deferred when the fees or donations are received in advance of the period in which they relate.

- Donations and other voluntary income is recognised in the Statement of Financial Activities when entitlement arises, the amount can be reliably quantified and the economic benefit to the Nursery is considered probable.
- Incoming resources from charitable activities are received by way of nursery fees, and includes income for childcare vouchers and early learning grants. The income is recognised in the Statement of Financial Activities for the year in which they relate.
- Donated services and facilities are included at the value to the charitable company where this can be quantified. The value of services provided by volunteers has not been included in these accounts.
- Investment income is recognised on an accruals basis.

(e) Expenditure

Expenditure is recognised in the Statement of Financial Activities once there is a legal constructive obligation to make a payment to a third party, it is probable that settlement will be required and the amount of the obligation can be measured reliably.

- Expenditure on charitable activities comprises those costs incurred by the Nursery in the delivery of its activities and services. It includes both costs that can be allocated directly to such activities and those costs of an indirect nature necessary to support them.
- Irrecoverable VAT is charged as a cost against the activity for which the expenditure was incurred.

All costs are allocated between the expenditure categories of the SOFA on a basis designed to reflect the use of the resource. Costs relating to a particular activity are allocated directly, others are apportioned on an appropriate basis.

(f) Allocation of support and governance costs

Support costs are those that assist the work of the charitable company but do not directly represent charitable activities. Support costs include governance costs, premises costs, office and central costs and depreciation. They are incurred directly in support of expenditure on the objects of the charitable company.

Governance costs comprise all costs involving the public accountability of the charitable company and its compliance with regulation and good practice. These costs include costs related to statutory audit, accountancy fees, legal fees and consultancy fees.

Support and Governance costs are allocated to charitable activities in proportion to the direct charitable expenditure on that activity, where the charitable company considers that support costs are incurred as part of the delivery of that activity.

(g) Pensions

The Nursery operates a defined contribution 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.

2. ACCOUNTING POLICIES (continued)

(h) Employee benefits

Short term employee benefits, including holiday entitlement, are recognised as an expense in the period which they are incurred.

(i) Operating leases

Rentals applicable to operating leases, where substantially all of the benefits and risks of ownership remain with the lessor, are charged to the Statement of Financial Activities as incurred.

(j) Tangible fixed assets

Tangible fixed assets are stated at cost less accumulated depreciation. The cost of minor additions or those costing below £100 are not capitalised. Depreciation is provided at rates calculated to write off the cost of each asset over its expected useful life. The rates used are as follows:

Office equipment:	33%
Furniture and fixtures	25%

(k) Debtors

Trade and other debtors are recognised at the settlement amount due. Prepayments are valued at the amount prepaid. Accrued income is measured at the amount due to be received.

(l) Cash at bank and in hand

Cash at bank and cash 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 accounts.

(m) Creditors

Creditors are recognised where the charitable company has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably.

Trade, other creditors and accruals are recognised at their settlement amount due.

Deferred income is where income is received, some or all of which is specifically in relation to future periods, the relevant amount is deferred and credited to the Statement of Financial Activities in the period to which it relates.

(n) Financial instruments

The charitable 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.

(o) Taxation

As a charitable company, the nursery is not liable to taxation on its income or on surpluses on disposal of investments.

2. ACCOUNTING POLICIES (continued)

(p) Judgements and key sources of estimation uncertainty

Accounting estimates and judgements are continually evaluated and are based on historical experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances.

The following judgements (apart from those involving estimates) have been made in the process of applying the above accounting policies that have had the most significant effect on amounts recognised in the financial statements:

Useful economic lives of tangible assets
The annual depreciation charge for tangible assets is sensitive to changes in the estimated useful economic lives and residual values of the assets. The useful economic lives and residual values are re-assessed annually. They are amended when necessary to reflect current estimates, based on technological advancement, future investments, economic utilisation and the physical condition of the assets. See note 12 for the carrying amount of the furniture and fittings and office equipment, and note j for the useful economic lives for each class of assets.

There are no key assumptions concerning the future and other key sources of estimation uncertainty at the reporting date that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next financial year.

3. INCOME FROM CHARITABLE ACTIVITIES

	Unrestricted Funds	Total 2025	Total 2024
	£	£	£
Fees	627,051	627,051	558,109
LB Nursery Education grant	131,614	131,614	104,784
Donations and fundraising	6,445	6,445	5,645
	765,110	765,110	668,538

In 2024 all of the income was attributable to the unrestricted fund.

4. INVESTMENT INCOME

	Unrestricted Funds	Total 2025	Total 2024
	£	£	£
Bank interest	5,595	2,364	2,364

In 2024 all of the investment income was attributable to the unrestricted fund.

5. OTHER INCOME

	Unrestricted Funds	Total 2024	Total 2023
	£	£	£
Other income	3,669	3,669	3,575
	3,669	3,669	3,575

In 2024 all of the other income was attributable to the unrestricted fund.

6. CHARITABLE ACTIVITIES

	Unrestricted Funds £	Total 2025 £	Total 2024 £
Advancement of the education of children	779,805	779,805	697,499

In 2024 all of the expenditure was attributable to the unrestricted fund.

7. ANALYSIS OF EXPENDITURE

	Direct Charitable £	Support costs £ (note 8)	Total 2025 £	Total 2024 £
Advancement of the education of children	672,739	107,066	779,805	697,499

In 2024 £594,676 of the expenditure related to direct charitable expenditure, and the remaining £102,823 related to support costs.

8. SUPPORT COSTS

	2025 £	2024 £
Governance costs (note 9)	13,825	17,550
Premises costs	79,938	73,598
Office and central costs	10,022	8,119
Depreciation	3,281	3,556
	107,066	102,823

9. GOVERNANCE COSTS

	2025 £	2024 £
Auditors remuneration		
- Audit fee	10,320	9,720
- Accounting, current year	1,440	1,320
- Other non-audit services	30	175
Other governance costs	2,035	6,335
	13,825	17,550

Other governance costs consist of legal fees and consultancy fees.

10. NET INCOME/(EXPENDITURE) FOR THE YEAR

	2025 £	2024 £
This is stated after charging:		
Depreciation	3,291	3,556
Audit fee	10,320	9,720
Operating lease costs	24,000	48,000

11. ANALYSIS OF STAFF COSTS, TRUSTEE REMUNERATION AND EXPENSES AND THE COST OF KEY MANAGEMENT PERSONNEL

	2025 £	2024 £
Wages and salaries	507,669	444,940
Social security	31,737	21,077
Defined contribution pension costs	12,197	10,058
Agency staff	62,319	68,994
	613,922	545,069
The average number of full-time equivalent employees:		
Nursery staff	22	21

Employee time has been allocated to direct charitable expenditure.

One employee received emoluments of more than £60,000 (2024: 1).

During 2025, no trustees (2024: £nil) were paid or received any other benefits from employment with the charitable company. No trustee or any person connected with them received any expenses during the year (2024: £nil).

The key management of the charitable company comprise the trustees, the nursery manager and the deputy manager. The trustees do not receive any remuneration for this role.

The total employee benefits of the key management personnel of the charitable company were £101,663 (2024: £107,306).

12. TANGIBLE FIXED ASSETS

	Furniture and fittings £	Office equipment £	Total £
Cost			
At 1 October 2024	5,392	25,395	30,787
Additions	-	2,964	2,964
Disposals	(722)	(2,030)	(2,753)
At 30 September 2025	4,670	26,329	30,999
Depreciation			
At 1 October 2024	5,392	20,702	26,094
Charge for the year	-	3,281	3,281
Disposals	(722)	(2,030)	(2,753)
At 30 September 2025	4,670	21,953	26,623
Net Book Value			
At 30 September 2025	**-**	**4,376**	**4,376**
At 30 September 2024	-	4,693	4,693

13. DEBTORS

	2025 £	2024 £
Trade debtors	282	308
Other debtors	-	-
Prepayments	15,195	12,182
	15,477	12,490

14. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2025 £	2024 £
Trade creditors	18,698	18,698
Other creditors	37,144	10,965
Accruals	13,234	11,700
Deferred income (note 14.1)	12,256	19,600
	81,332	60,963

14.1 DEFERRED INCOME

	2025 £	2024 £
At 1 October 2024	19,600	7,925
Additional during the year	12,256	19,600
Amounts released to income	(19,600)	(7,925)
At 30 September 2025	12,256	19,600

Deferred income in both 2024 and 2023 relates to nursery fees for the following autumn term.

15. RECONCILIATION OF NET INCOME TO CASH GENERATED FROM OPERATING ACTIVITIES

	2025 £	2024 £
Net income for the year	(5,241	(22,851)
Depreciation charges	3,281	3,556
Interest receivable	(5,59)	(2,364)
	(7,555)	(21,659)
Decrease/(increase) in trade and other debtors	(2,987)	(9,177)
(Decrease)/increase in trade and other creditors	20,369	30,921
Cash generated from operating activities	9,827	85

16. ANALYSIS OF NET ASSETS BETWEEN FUNDS

	2025 £	2024 £
Tangible fixed assets	4,376	4,693
Current assets	383,425	367,980
Current liabilities	(81,332)	(60,963)
	306,469	311,710

17. MOVEMENT IN FUNDS

	At 1 October 2024	Incoming Resources	Outgoing Resources	Transfer	At 30 September 2025
	£	£	£	£	£
Unrestricted funds:					
General funds	294,710	774,564	(779,805)		289,469
Designated funds	17,000	-	-	-	17,000
	311,710	**774,564**	**(779,805)**	**-**	**306,469**

Designated funds
Designated funds form part of Unrestricted Funds and are amounts set aside by the Trustees to meet specific future requirements of the organisation.

In 2019 expenditure of £7,000 spent towards the IT upgrade was allocated against the designated fund leaving a designated fund of £17,000 to meet the remaining IT upgrade costs and costs towards repairing the garden. No expenditure was incurred during 2025 (2024: £nil).

17.A MOVEMENT IN FUNDS – Prior year

	At 1 October 2023	Incoming Resources	Outgoing Resources	Transfer	At 30 September 2024
	£	£	£	£	£
Unrestricted funds:					
General funds	317,561	674,648	(697,499)	-	294,710
Designated funds	17,000	-	-	-	17,000
	334,561	**674,648**	**(697,499)**	**-**	**311,710**

18. PENSION SCHEME

The charitable company operates a defined contribution pension plan for its employees. The amount recognised as an expense in the year was £12,201 (2024: £10,058).

19. LEASE COMMITMENTS

The charitable company sole lease commitment is its tenancy at Oakhill Nursery. Total future minimum lease payments under the operating lease are as follows:

	2025	2024
	£	£
Not later than one year	24,000	24,000
Later than one and not later than five years	-	-
Later than five years	-	-
	24,000	**24,000**

20. RELATED PARTY TRANSACTIONS

There are no related party transactions during the year (2024: none)

OAK HILL COMMUNITY NURSERY

England & Wales - Charity number 1130993

Accounts

Company No. 05850668
Charity No. 1130993

OAK HILL COMMUNITY NURSERY
(Limited by Guarantee)

TRUSTEES' REPORT AND FINANCIAL STATEMENTS

FOR THE YEAR ENDED 30 SEPTEMBER 2024

OAK HILL COMMUNITY NURSERY

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OAK HILL COMMUNITY NURSERY

REFERENCE AND ADMINISTRATION DETAILS

Status	Company Limited by Guarantee No. 05850668 Registered Charity No. 1130993, registered 6 August 2009 The Company's governing document is its Memorandum and Articles of Association
Secretary and Registered Office:	Denise Stultz 29 Wallbutton Road Brockley London SE4 2NX
Trustees:	Denise Stultz John Fowler Sandra Margolies Gwenlian Evans Catherine Braganza
Key Management: **Nursery Manager:** **Deputy Manager:**	 Paula Lane Samantha Cordwell
Auditor:	Azets Audit Services Chartered Accountants 2nd Floor Regis House 45 King William Street London EC4R 9AN
Bankers:	National Westminster Bank plc 87 Sidcup High Street Sidcup Kent DA14 6DL

OAK HILL COMMUNITY NURSERY

TRUSTEES' REPORT

FOR THE YEAR ENDED 30 SEPTEMBER 2024

The Trustees present their report and the audited financial statements of the charity for the year ended 30 September 2024. The trustees have adopted the provisions of the Statement of Recommended Practice (SORP) "Accounting and Reporting by Charities" (FRS 102) in preparing the annual report and financial statements of the charity.

Objectives and activities

A year of some ongoing challenges
Oak Hill staff report that post-lockdown effects are still being felt in terms of children's social and communication development. Consequently staff work hard to include activities that support children's social development. Weekly updates continue to be circulated to inform parents and carers of the children's weekly activities and any in-house or governmental updates. Once again special thanks are due to Paula and her team for the ongoing leadership and team efforts throughout some very difficult and demanding times.

Charitable purposes and aims
The nursery's primary charitable purpose is the advancement of the education of children aged from birth to five years whose parents/carers live or work locally. This it does by offering appropriate play and learning facilities with fees as low as possible. The aim of low fees is to support families who might not otherwise be able to afford high-quality childcare and education in order to seek or sustain employment and/or take an active role in community life.

The nursery continues to offer the opportunity to parents and carers to become involved in the activities of the nursery/day care provision and has been particularly successful in offering occasional evening parent and child meetings e.g. to support pre-reading and literacy activities it also participates in an apprenticeship scheme.

The nursery offers support and advice to parents to support them in their child's learning and development. Throughout 2024 a weekly emailed newsletter has been used to share details of the various activities that the children have been able to enjoy.

Approach to fundraising
There are two aspects to fundraising at the nursery. In most years the staff organise a fundraising event, a Summer. Monitoring and evaluation forms part of the annual appraisal of the Deputy Manager whose responsibilities include fundraising. The Deputy Manager's responsibilities include the monitoring and evaluation of the nursery's fundraising activities.

In addition to fund-raising for the nursery itself, there are occasions when the nursery raises funds for outside causes. Arrangements are made to collect gifts in kind as well as money. Parents are told in advance via weekly updates. These tend to be one off activities with the nursery acting as a convenient hub.

The nursery keeps its fees and costs as low as it can, aware of the financial pressure that childcare can pose so it is careful to ensure that fundraising activities remain truly voluntary. No complaints have been recorded.

Activities: childcare
The nursery is designed to provide 55 places to local families between the hours of 8.00 am and 6.00 pm Monday to Friday. There are spaces for up to 15 babies from 6 months to 2 years (Snowdrops) and 40 spaces for 2 to 5-year-olds (Sunbells). Children of all abilities are given an equal opportunity to enjoy and learn, with the highest level of childcare and education.

Places are either full-time or part-time, for local parents/carers who need flexibility in their childcare arrangements to fit around their working or community life. Spaces are allocated on a first come/first served waiting-list basis to ensure equality and fairness.

Fees are kept low and set in order to support and attract low-income families, who can then sustain or seek employment. The nursery offers some fully funded places to eligible parents; although this does involve additional work for nursery staff, the main bureaucratic burden falls on the parents themselves.

Healthy well-balanced meals are prepared and cooked from our own kitchen. All allergy and special dietary requirements are catered for within feasibility. The Nursery cook continually experiments with new recipes to provide the children with a range of nutritious culturally diverse meals on a rotating menu basis. The children have three meals a day, with a healthy snack in between meals.

Objectives and activities - continued

Activities: education
The nursery implements the Early Years Foundation Stage (EYFS) curriculum alongside spontaneous planning. The staff team provide the children with activities around the children's interests and their learning needs. These are evaluated in order to ascertain the individual child's developmental stage. The nursery operates a key-person system where members of staff work with a small group of children, supporting them to build relationships, feel safe and secure and build a relationship with the parents. Staff make sure that the needs of the child are being met and regularly meet with and report to parents on their child's progress.

In March 2024 the nursery was inspected by Ofsted and once again were assessed as Good in all categories.

Activities: family support
The nursery staff team supports families by facilitating and sign-posting parents to training and support opportunities on aspects of childcare, learning and development. The nursery supports fathers in particular by encouraging them to take a more active role in their children's upbringing. The manager and deputy provide additional support to the parents in the care and education for their child, especially in regards to key transitions.

Activities: staff and volunteer training
The nursery in conjunction with colleges, universities and training providers, provides a training and development base for volunteers and students who seek to establish a career in early years care and education, social work or paediatric nursing. They are supported through a mentor arrangement and regular supervisions to develop their skills and learning. The nursery welcomes students for work experience primarily from the 6th form college situated next door and also from other Lewisham borough schools and colleges.

Public benefit
The Trustees of Oak Hill Nursery have complied with the duty in section 17 of the Charities Act 2011 to have due regard to the public benefit guidance published by the Charity Commission.

The Charity's objectives are the advancement of education by offering appropriate play and learning facilities and by offering the opportunity for parents and carers to take responsibility for and to become involved in the nursery.

The Trustees consider that Oak Hill's principal activities and aims, described on page 2-3 of this report (early years care, education, family support and training, development of staff in early years practices), are consistent with the Charity's objectives.

The beneficiaries of the Charity are children of families/carers living or working locally.

The Charity charges a fee for its core services, keeping fees are kept as low as possible to benefit families who would otherwise be unable to afford childcare, to enable them to sustain or seek employment, or maintain active community life.

The Early Learning Entitlement allows Oak Hill Nursery to offer provision to those who qualify but this entitlement is only sufficient to cover school hours and terms rather than the nursery's more extensive provision.

Achievements and performance

Childcare and education
The Seeds of Empathy programme continues to be of influence in the nursery. The nursery staff have had both in-service and outsourced training on spontaneous planning as a means of enhancing the children's experiences and development and this training is demonstrably influencing practice. Staff continue to implement the training received on 'Natural Thinkers' which is similar to The Forest School ethos.

Family support
The Nursery Manager/Special Educational Needs and Disability Co-ordinator (SENDCo) continue to regularly support families with children with additional and or special needs in accessing 1-1 support, funding or specialist support.

Objectives and activities - continued

Staff and volunteer development
Volunteers have been very helpful this year in improving the appearance of the flower beds that face Wallbutton Road and there are plans for this to continue in the growing season.
Oak Hill places considerable emphasis on staff growth and development with the manager and deputy providing in house training and off-site training with both proving positive. The Nursery takes part in an apprenticeship scheme and actively encourages all staff to regularly assess their professional development and practice.

Financial review

Currently all training for staff has to be paid for and has been economically sourced from different providers to continue to offer the staff members appropriate continued professional development.

Nursery costs, play materials and outings increased as the nursery scaled up the extent of its charitable activities during the year. Premises, office and central costs were static.

Maintenance problems have continued to arise too often and requests have been passed around from department to department. The landlord can seek to pass on as far as possible the maximum proportion of maintenance and repair costs. While this is understandable, all too often it has had the effect of increasing the time taken to secure necessary repairs. The system of using only an approved contractor can prove slow and too much nursery staff time has been taken up with progress chasing.

The Charity recorded a deficit of £22,851 (2023: surplus of £39,035) during the year, increasing the unrestricted reserve to £311,710 (2023: £334,561) of which £17,000 has been designated toward future IT upgrades and repairing the garden.

Reserves policy
The Board continues to create adequate reserves to enable the Charity to meet any extraordinary payments and unforeseen expenditure. Free reserves (excluding fixed assets) amounted to £290,017 at the year end. The reserves is set at 6 months expenditure to reflect the absence of any capital assets in an organisation such as Oak Hill.

Risk management
The Trustees can confirm that the major risks, to which the Charity is exposed, as identified by Trustees, have been reviewed and systems or procedures have been established to manage those risks. During 2024 three main risks were identified for particular monitoring:

- The increased cost of using agencies to cover vacancies or to find permanent replacement staff.
- The local shortage of trained and experienced staff.
- The time taken to get maintenance works agreed by the landlord.

Arrangements were made to mitigate these risks as follows:

- Monitoring costs and ensuring Lewisham fulfilled its duties as landlord sufficiently promptly.
- Maintaining a sufficient pool of bank staff to cover some short term absences.
- Supporting staff undertaking further career development.

However, it must be reported that the year has been characterised by recurring difficulties caused by landlord performance that has been less than satisfactory particularly in relation to maintenance issues.

Future costs
The charity has received the support of Lewisham Council for many years. The level of rent is subject to negotiation with the Council and the Board is actively exploring how the nursery can remain financially viable whilst preserving its charitable aims of maintaining low-cost childcare and education to low-income families. Oak Hill continues to keep salaries under review, bearing in mind the need for planning towards all staff receiving the Real Living Wage as minimum and maintaining pension contributions. A fees increase in 2023/4 funded some staff salary increases but the situation is being kept under review in order to ensure that salaries are high enough to attract and retain staff. .

Plans for the future

The business plan aims to find new sources of income to help fund the Charity's activities in addition to fee income. The Charity aims to retain its position as a low-cost provider of high quality childcare. Local authority cutbacks continue to create a more volatile financial environment and the Trustees continued to look at all options. It has nevertheless

proved possible to consider ways in which the whole site could be used more effectively for the benefit of the community. Negotiations are ongoing.

The nursery gained charitable status in 2009. The management and governance systems were then updated.. The Board's review of the Charity's governance arrangements and financial systems was completed in July 2019 and the revised Articles of Association received Charities Commission approval in 2020.

The Board will be keeping recruitment to the nursery under constant review. Recruitment was healthy for September 2023; However shortage of staff in September 2023 meant that the nursery was not able to offer a place to every child on its waiting list. It is a situation which the Manager will be continuing to monitor

Structure, governance and management

Trustees of the charity
The directors of the charitable company are its trustees for the purposes of charity law. The trustees who have served during the year and since the year end were as follows:

Gwen Evans
Catherine Braganza
John Fowler
Sandra Margolies
Denise Stultz

None of the Trustees had an interest in any contract or transaction during the year under review.

Status
The nursery is constituted as a company limited by guarantee and was granted charitable status on 06 August 2009. The Charity's governing document is contained in its 2020 Articles of Association.

Company membership
Trustees are co-opted or can stand for election at the AGM.

Delegation
The day-to-day management of the nursery is delegated to Paula Lane, the Nursery Manager and the Deputy Manager Samantha Cordwell. The management team work with a close-knit team of 21 permanent staff, and if necessary agency workers. There is a robust system of staff development and support in place led by the manager and deputy. The staff members receive regular supervisions. There are regular staff meetings and the senior team meet once a month for support and development. The Nursery Manager reports regularly to the Trustees and is able to call upon them at short notice in any contingency. The strategic direction and development of the nursery is a matter for the Leadership Team consisting of the Nursery Manager, Deputy Manager and the Trustees as is the level of fees set for service users. Salaries are kept under regular review with the Manager presenting proposals to the Board of Trustees for discussion. It is likely that further salary increases will be needed in 2025.

Relationships
The nursery has built good relationships with local schools, colleges and universities and regularly has students complete their work placements at the nursery. The Children's Centre rationalised its use of local premises and has vacated the front of the building; consultation about future was successfully undertaken by the borough and negotiations about future use are in progress although there is some conflict between Oak Hill's charitable objectives and Lewisham's need to maximise income from an asset.

Statement of trustees' responsibilities

The trustees (who are also directors of Oak Hill Community Nursery 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 the year. In preparing these financial statements, the trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP 2015 (FRS 102);
- make judgements and estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements;
- prepare the accounts on the going concern basis unless it is inappropriate to presume that the charitable company will continue in operation.

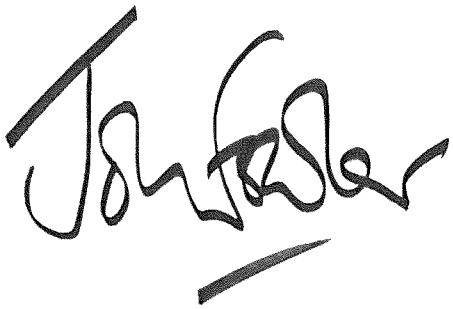
The trustees are responsible for keeping adequate accounting records that disclose with reasonable accuracy at any time the financial position of the charitable company and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

In so far as the trustees are aware:

- there is no relevant audit information of which the charitable company's auditor is unaware; and
- the trustees have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditor is aware of that information.

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

Approved by the Board and signed on its behalf:



John Fowler, Trustee

Date: 24 June 2025

OAK HILL COMMUNITY NURSERY

INDEPENDENT AUDITOR'S REPORT

TO THE MEMBERS OF OAK HILL COMMUNITY NURSERY

Opinion

We have audited the financial statements of Oak Hill Community Nursery (the 'charitable company') for the year ended 30 September 2024 which comprise of the statement of Financial Activities, the Balance Sheet, the Cash Flow Statement and notes to the financial statements, 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 30 September 2024 and of its incoming resources and application of resources, 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 Auditor's 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 UK, including the FRC's Ethical Standard and the provisions available for small entities, in the circumstances set out in note 2 to the financial statements, 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.

Conclusions relating to going concern

We have nothing to report in respect of the following matters in relation to which the ISAs (UK) require us to report to you where:

- the trustees' use of the going concern basis of accounting in the preparation of the financial statements is not appropriate; or
- the trustees have not disclosed in the financial statements any identified material uncertainties that may cast significant doubt about the charitable company's ability to continue to adopt the going concern basis of accounting for a period of at least twelve months from the date when the financial statements are authorised for issue.

Other information

The trustees are responsible for the other information. The other information comprises the information included in the annual report, other than the financial statements and our auditor's report thereon. 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.

In connection with our audit of the financial statements, 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 audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. 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.

Opinions 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, which includes the directors' report prepared for the purposes of company law, for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the directors' report included within 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 the 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 directors' report included within the trustees' report.

We have nothing to report in respect of the following matters in relation to which the 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.

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.

Auditor's 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 auditor's 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 specific procedures for this engagement and the extent to which these are capable of detecting irregularities, including fraud is detailed below:

- Enquiry of management and those charged with governance around actual and potential litigation and claims as well as actual, suspected and alleged fraud;
- Reviewing minutes of meetings of those charged with governance;
- Assessing the extent of compliance with the laws and regulations considered to have a direct material effect on the financial statements or the operations of the company through enquiry and inspection;
- Reviewing financial statement disclosures and testing to supporting documentation to assess compliance with applicable laws and regulations;
- Performing audit work over the risk of management bias and override of controls, including testing of journal entries and other adjustments for appropriateness, evaluating the business rationale of significant transactions outside the normal course of business and reviewing accounting estimates for indicators of potential bias.

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. This risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance. The risk is also greater regarding irregularities occurring due to fraud rather than error, as fraud involves intentional concealment, forgery, collusion, omission or misrepresentation.

A further description of our responsibilities is available on the Financial Reporting Council's website at: https://www.frc.org.uk/Our-Work/Audit/Audit-and-assurance/Standards-and-guidance/Standards-and-guidance-for-auditors/Auditors-responsibilities-for-audit/Description-of-auditors-responsibilities-for-audit.aspx. This description forms part of our auditor's report.

OAK HILL COMMUNITY NURSERY

INDEPENDENT AUDITOR'S REPORT

TO THE MEMBERS OF OAK HILL COMMUNITY NURSERY

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 auditor's 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 the charitable company's members as a body, for our audit work, for this report, or for the opinions we have formed.

Azets Audit Services

John Howard (Senior Statutory Auditor)
For and on behalf of Azets Audit Services
Statutory Auditor, Chartered Accountants
2nd Floor, Regis House
45 King William Street
London
EC4R 9AN

Date: 25 June 2025

OAK HILL COMMUNITY NURSERY

STATEMENT OF FINANCIAL ACTIVITIES (Including Income and Expenditure Account)

FOR THE YEAR ENDED 30 SEPTEMBER 2024

	Notes	Unrestricted Funds £	Total Funds 2024 £	Total Funds 2023 £
INCOME				
Charitable activities	3	668,538	668,538	704,972
Investment income	4	2,364	2,364	1,305
Other trading activities		171	171	-
Other income	5	3,575	3,575	1,593
TOTAL INCOME		**674,648**	**674,648**	**707,870**
EXPENDITURE				
Charitable activities	6	697,499	697,499	668,835
TOTAL EXPENDITURE	7	**697,499**	**697,499**	**668,835**
NET INCOME /(EXPENDITURE)		**(22,851)**	**(22,851)**	**39,035**
RECONCILIATION OF FUNDS				
Total funds brought forward		334,561	334,561	295,526
TOTAL FUNDS CARRIED FORWARD	17	**311,710**	**311,710**	**334,561**

All transactions are derived from continuing activities.

All recognised gains and losses are included in the Statement of Financial Activities.

The notes on pages 13 to 20 form part of the financial statements.

OAK HILL COMMUNITY NURSERY

BALANCE SHEET

FOR THE YEAR ENDED 30 SEPTEMBER 2024

	Notes	2024		2023	
		£	£	£	£
FIXED ASSETS					
Tangible fixed assets	**12**		4,693		4,718
CURRENT ASSETS					
Debtors	**13**	12,490		3,314	
Cash at bank and in hand		355,490		356,571	
		367,980		359,885	
CURRENT LIABILITIES					
Creditors:					
Amounts falling due within one year	**14**	(60,963)		(30,042)	
NET CURRENT ASSETS			307,017		329,843
NET ASSETS			**311,710**		**334,561**
FUNDS					
Unrestricted funds:					
General fund			294,710		317,561
Designated funds	**17**		17,000		17,000
			311,710		**334,561**

Approved on behalf of the board on 5 June 2025 and signed on their behalf by

John Fowler, Trustee

Company No. 05850668

The notes on pages 13 to 20 form part of these financial statements.

OAK HILL COMMUNITY NURSERY

CASH FLOW STATEMENT

FOR THE YEAR ENDED 30 SEPTEMBER 2024

	Notes	Total Funds 2024 £	Total Funds 2023 £
CASH FLOW FROM OPERATING ACTIVITIES			
Cash generated from operating activities	15	85	33,272
NET CASH FLOW FROM OPERATING ACTIVITIES		**85**	**33,272**
CASH FLOW FROM INVESTING ACTIVITIES			
Payments to acquire tangible fixed assets		(3,531)	(2,313)
Interest received		2,364	1,305
NET CASH FLOW FROM INVESTING ACTIVITIES		**(1,167)**	**(1,008)**
NET (DECREASE)/ INCREASE IN CASH AND EQUIVALENTS		**(1,082)**	**32,264**
CASH AND CASH EQUIVALENTS AT BEGINNING OF YEAR		**356,571**	**324,307**
TOTAL FUNDS CARRIED FORWARD		**355,490**	**356,571**
Cash and cash equivalents consists of:			
Cash at bank and in hand		**355,490**	**356,571**

The notes on pages 13 to 20 form part of these financial statements.

1. GENERAL INFORMATION

Oak Hill Community Nursery is a company limited by guarantee in the United Kingdom. The charitable company's registered number, charity number and address of the registered office is given in the reference and administration details on page 1 of these financial statements. The members of the company are the trustees named on page 1. In the event of the charity being wound up, the liability in respect of the guarantee is limited to £1 per member of the charity.

2. ACCOUNTING POLICIES

The principle accounting policies adopted, judgements and key sources of estimation uncertainty in the preparation of the financial statements are as follows:

(a) Basis of Accounting

The financial statements have been prepared in accordance with 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) issued on 16 July 2014, the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102), the Companies Act 2006 and UK Generally Accepted Practice.

Oak Hill Community Nursery 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 notes.

The financial statements are presented in sterling (£) which is also the functional currency for the charity.

(b) Preparation of the accounts on a going concern basis

At the time of approving these financial statements the Trustees have assessed the financial consequences of continued uncertainties yet are confident that the charities financial resources are sufficient to meet its liabilities for 12 months from authorising these financial statements. The budgeted income and expenditure remains sufficient with the level of the reserves for the charity to continue as a going concern. The financial statements have therefore been prepared on a going concern basis.

(c) Fund Accounting

Unrestricted funds are available for use at the discretion of the trustees in furtherance of the general objectives of the company.

Designated funds are unrestricted funds earmarked by the trustees for particular purposes.

Restricted funds are subject to restrictions on their expenditure imposed by the donor or through the terms of an appeal.

2. ACCOUNTING POLICIES (continued)

(d) Income

All income is recognised in the Statement of Financial Activities once the Nursery has entitlement to the funds, it is probable that the income will be received and the amount can be measured reliably. Income is deferred when the fees or donations are received in advance of the period in which they relate.

- Donations and other voluntary income is recognised in the Statement of Financial Activities when entitlement arises, the amount can be reliably quantified and the economic benefit to the Nursery is considered probable.
- Incoming resources from charitable activities are received by way of nursery fees, and includes income for childcare vouchers and early learning grants. The income is recognised in the Statement of Financial Activities for the year in which they relate.
- Donated services and facilities are included at the value to the charitable company where this can be quantified. The value of services provided by volunteers has not been included in these accounts.
- Investment income is recognised on an accruals basis.

(e) Expenditure

Expenditure is recognised in the Statement of Financial Activities once there is a legal constructive obligation to make a payment to a third party, it is probable that settlement will be required and the amount of the obligation can be measured reliably.

- Expenditure on charitable activities comprises those costs incurred by the Nursery in the delivery of its activities and services. It includes both costs that can be allocated directly to such activities and those costs of an indirect nature necessary to support them.
- Irrecoverable VAT is charged as a cost against the activity for which the expenditure was incurred.

All costs are allocated between the expenditure categories of the SOFA on a basis designed to reflect the use of the resource. Costs relating to a particular activity are allocated directly, others are apportioned on an appropriate basis.

(f) Allocation of support and governance costs

Support costs are those that assist the work of the charitable company but do not directly represent charitable activities. Support costs include governance costs, premises costs, office and central costs and depreciation. They are incurred directly in support of expenditure on the objects of the charitable company.

Governance costs comprise all costs involving the public accountability of the charitable company and its compliance with regulation and good practice. These costs include costs related to statutory audit, accountancy fees, legal fees and consultancy fees.

Support and Governance costs are allocated to charitable activities in proportion to the direct charitable expenditure on that activity, where the charitable company considers that support costs are incurred as part of the delivery of that activity.

(g) Pensions

The Nursery operates a defined contribution 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.

2. ACCOUNTING POLICIES (continued)

(h) Employee benefits

Short term employee benefits, including holiday entitlement, are recognised as an expense in the period which they are incurred.

(i) Operating leases

Rentals applicable to operating leases, where substantially all of the benefits and risks of ownership remain with the lessor, are charged to the Statement of Financial Activities as incurred.

(j) Tangible fixed assets

Tangible fixed assets are stated at cost less accumulated depreciation. The cost of minor additions or those costing below £100 are not capitalised. Depreciation is provided at rates calculated to write off the cost of each asset over its expected useful life. The rates used are as follows:

Office equipment:	33%
Furniture and fixtures	25%

(k) Debtors

Trade and other debtors are recognised at the settlement amount due. Prepayments are valued at the amount prepaid. Accrued income is measured at the amount due to be received.

(l) Cash at bank and in hand

Cash at bank and cash 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 accounts.

(m) Creditors

Creditors are recognised where the charitable company has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably.

Trade, other creditors and accruals are recognised at their settlement amount due.

Deferred income is where income is received, some or all of which is specifically in relation to future periods, the relevant amount is deferred and credited to the Statement of Financial Activities in the period to which it relates.

(n) Financial instruments

The charitable 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.

(o) Taxation

As a charitable company, the nursery is not liable to taxation on its income or on surpluses on disposal of investments.

2. ACCOUNTING POLICIES (continued)

(p) Judgements and key sources of estimation uncertainty

Accounting estimates and judgements are continually evaluated and are based on historical experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances.

The following judgements (apart from those involving estimates) have been made in the process of applying the above accounting policies that have had the most significant effect on amounts recognised in the financial statements:

Useful economic lives of tangible assets
The annual depreciation charge for tangible assets is sensitive to changes in the estimated useful economic lives and residual values of the assets. The useful economic lives and residual values are re-assessed annually. They are amended when necessary to reflect current estimates, based on technological advancement, future investments, economic utilisation and the physical condition of the assets. See note 12 for the carrying amount of the furniture and fittings and office equipment, and note j for the useful economic lives for each class of assets.

There are no key assumptions concerning the future and other key sources of estimation uncertainty at the reporting date that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next financial year.

3. INCOME FROM CHARITABLE ACTIVITIES

	Unrestricted Funds £	Total 2024 £	Total 2023 £
Fees	558,109	558,109	591,607
LB Nursery Education grant	104,784	104,784	107,896
Donations and fundraising	5,645	5,645	5,469
	668,538	668,538	704,972

In 2023 all of the income was attributable to the unrestricted fund.

4. INVESTMENT INCOME

	Unrestricted Funds £	Total 2024 £	Total 2023 £
Bank interest	2,364	2,364	1,305

In 2023 all of the investment income was attributable to the unrestricted fund.

5. OTHER INCOME

	Unrestricted Funds £	Total 2024 £	Total 2023 £
Other income	3,575	3,575	1,593
	3,575	3,575	1,593

In 2023 all of the other income was attributable to the unrestricted fund.

6. CHARITABLE ACTIVITIES

	Unrestricted Funds £	Total 2024 £	Total 2023 £
Advancement of the education of children	697,499	697,499	668,835

In 2023 all of the expenditure was attributable to the unrestricted fund.

7. ANALYSIS OF EXPENDITURE

	Direct Charitable £	Support costs £ (note 8)	Total 2024 £	Total 2023 £
Advancement of the education of children	594,676	102,823	697,499	668,835

In 2023 £570,007 of the expenditure related to direct charitable expenditure, and the remaining £98,828 related to support costs.

8. SUPPORT COSTS

	2024 £	2023 £
Governance costs (note 9)	17,550	15,834
Premises costs	73,598	72,932
Office and central costs	8,119	7,550
Depreciation	3,556	2,512
	102,823	98,828

9. GOVERNANCE COSTS

	2024 £	2023 £
Auditors remuneration		
- Audit fee	9,720	9,300
- Accounting, current year	1,320	1,200
- Other non-audit services	175	-
Other governance costs	6,335	5,334
	17,550	15,834

Other governance costs consist of legal fees and consultancy fees.

10. NET INCOME/(EXPENDITURE) FOR THE YEAR

	2024 £	2023 £
This is stated after charging:		
Depreciation	3,556	2,512
Audit fee	9,720	9,300
Operating lease costs	48,000	48,000

11. ANALYSIS OF STAFF COSTS, TRUSTEE REMUNERATION AND EXPENSES AND THE COST OF KEY MANAGEMENT PERSONNEL	2024 £	2023 £
Wages and salaries	444,940	428,333
Social security	21,077	13,825
Defined contribution pension costs	10,058	8,532
Agency staff	68,994	64,185
	545,069	514,875
The average number of full-time equivalent employees:		
Nursery staff	21	22

Employee time has been allocated to direct charitable expenditure.

One employee received emoluments of more than £60,000 (2023: none).

During 2024, no trustees (2023: £nil) were paid or received any other benefits from employment with the charitable company. No trustee or any person connected with them received any expenses during the year (2023: £nil).

The key management of the charitable company comprise the trustees, the nursery manager and the deputy manager. The trustees do not receive any remuneration for this role.

The total employee benefits of the key management personnel of the charitable company were £107,306 (2023: £96,776).

12. TANGIBLE FIXED ASSETS	Furniture and fittings £	Office equipment £	Total £
Cost			
At 1 October 2023	5,532	23,862	29,394
Additions	-	3,531	3,531
Disposals	(140)	(1,998)	(2,138)
At 30 September 2024	5,392	25,395	30,787
Depreciation			
At 1 October 2023	5,532	19,144	24,676
Charge for the year	-	3,556	3,556
Disposals	(140)	(1,998)	(2,138)
At 30 September 2024	5,392	20,702	26,094
Net Book Value			
At 30 September 2024	**-**	**4,693**	**4,693**
At 30 September 2023	-	4,718	4,718

13. DEBTORS	2024 £	2023 £
Trade debtors	308	6
Other debtors	-	3,125
Prepayments	12,182	183
	12,490	3,314

14. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR	2024 £	2023 £
Trade creditors	18,698	4,508
Other creditors	10,965	6,749
Accruals	11,700	10,860
Deferred income (note 14.1)	19,600	7,925
	60,963	30,042

14.1 DEFERRED INCOME	2024 £	2023 £
At 1 October 2023	7,925	10,675
Additional during the year	19,600	7,925
Amounts released to income	(7,925)	(10,675)
At 30 September 2024	19,600	7,925

Deferred income in both 2024 and 2023 relates to nursery fees for the following autumn term.

15. RECONCILIATION OF NET INCOME TO CASH GENERATED FROM OPERATING ACTIVITIES	2024 £	2023 £
Net income for the year	(22,851)	39,035
Depreciation charges	3,556	2,512
Interest receivable	(2,364)	(1,305)
	(21,659)	40,242
Decrease/(increase) in trade and other debtors	(9,177)	18,214
(Decrease)/increase in trade and other creditors	30,921	(25,184)
Cash generated from operating activities	85	33,272

16. ANALYSIS OF NET ASSETS BETWEEN FUNDS	2024 £	2023 £
Tangible fixed assets	4,693	4,718
Current assets	367,980	359,885
Current liabilities	(60,963)	(30,042)
	311,710	334,561

17. MOVEMENT IN FUNDS

	At 1 October 2023	Incoming Resources	Outgoing Resources	Transfer	At 30 September 2024
	£	£	£	£	£
Unrestricted funds:					
General funds	317,561	674,648	(697,499)	-	294,710
Designated funds	17,000	-	-	-	17,000
	334,561	**674,648**	**(697,499)**	**-**	**311,710**

Designated funds
Designated funds form part of Unrestricted Funds and are amounts set aside by the Trustees to meet specific future requirements of the organisation.

In 2019 expenditure of £7,000 spent towards the IT upgrade was allocated against the designated fund leaving a designated fund of £17,000 to meet the remaining IT upgrade costs and costs towards repairing the garden. No expenditure was incurred during 2024 (2023: £nil).

17.A MOVEMENT IN FUNDS – Prior year

	At 1 October 2022	Incoming Resources	Outgoing Resources	Transfer	At 30 September 2023
	£	£	£	£	£
Unrestricted funds:					
General funds	278,526	707,870	(668,835)	-	317,561
Designated funds	17,000	-	-	-	17,000
	295,526	**707,870**	**(668,835)**	**-**	**334,561**

18. PENSION SCHEME

The charitable company operates a defined contribution pension plan for its employees. The amount recognised as an expense in the year was £10,058 (2023: £8,532).

19. LEASE COMMITMENTS

The charitable company sole lease commitment is its tenancy at Oakhill Nursery. Total future minimum lease payments under the operating lease are as follows:

	2024	2023
	£	£
Not later than one year	24,000	48,000
Later than one and not later than five years	-	24,000
Later than five years	-	-
	24,000	**72,000**

20. RELATED PARTY TRANSACTIONS

There are no related party transactions during the year (2023: none)

OAK HILL COMMUNITY NURSERY

England & Wales - Charity number 1130993

Accounts

Company No. 05850668
Charity No. 1130993

OAK HILL COMMUNITY NURSERY
(Limited by Guarantee)

TRUSTEES' REPORT AND FINANCIAL STATEMENTS

FOR THE YEAR ENDED 30 SEPTEMBER 2023

OAK HILL COMMUNITY NURSERY

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OAK HILL COMMUNITY NURSERY

REFERENCE AND ADMINISTRATION DETAILS

Status	Company Limited by Guarantee No. 05850668 Registered Charity No. 1130993, registered 6 August 2009 The Company's governing document is its Memorandum and Articles of Association
Secretary and Registered Office:	Denise Stultz 29 Wallbutton Road Brockley London SE4 2NX
Trustees:	Denise Stultz John Fowler Sandra Margolies Gwenlian Evans
Key Management:	
Nursery Manager:	Paula Lane
Deputy Manager:	Samantha Cordwell
Auditor:	Azets Audit Services Chartered Accountants 2nd Floor Regis House 45 King William Street London EC4R 9AN
Bankers:	National Westminster Bank plc 87 Sidcup High Street Sidcup Kent DA14 6DL

OAK HILL COMMUNITY NURSERY

TRUSTEES' REPORT

FOR THE YEAR ENDED 30 SEPTEMBER 2023

The Trustees present their report and the audited financial statements of the charity for the year ended 30 September 2023. The trustees have adopted the provisions of the Statement of Recommended Practice (SORP) "Accounting and Reporting by Charities" (FRS 102) in preparing the annual report and financial statements of the charity.

Objectives and activities

2023: A challenging year
Oak Hill staff report that post-lockdown effects have continued to be felt in terms of children's social development. Once again special thanks are due to Paula and her team for the ongoing leadership and team efforts throughout some very difficult and demanding times.

Charitable purposes and aims
The nursery's primary charitable purpose is the advancement of the education of children aged from birth to five years whose parents/carers live or work locally. This it does by offering appropriate play and learning facilities with fees as low as possible. The aim of low fees is to support families who might not otherwise be able to afford high-quality childcare and education in order to seek or sustain employment and/or take an active role in community life.

The nursery continues to offer the opportunity to parents and carers to become involved in the activities of the nursery/day care provision. It also participates in an apprenticeship scheme.

The nursery offers support and advice to parents to support them in their child's learning and development. Weekly updates continue to be circulated to inform parents and carers of the children's weekly activities and any in-house or governmental updates.

Approach to fundraising
There are two aspects to fundraising at the nursery. Every year the staff organise a fundraising event, a Summer Fair on a Saturday, where a range of activities are on offer for the whole family. The 2023 event raised funds for the nursery for renovation of the outdoor play area. Despite the heavy rain, it was a popular and well-attended occasion. The Deputy Manager's responsibilities include the monitoring and evaluation of the nursery's fundraising activities.

In addition to fundraising for the nursery itself, there are occasions when the nursery raises funds for outside causes. These tend to be one-off activities with the nursery acting as a convenient hub. Arrangements are made to collect gifts in kind as well as money. Parents are told in advance via the weekly updates.

The nursery keeps its fees as low as it can, aware of the financial pressure that childcare can pose, so it is careful to ensure that fundraising activities remain truly voluntary. No complaints have been recorded.

Activities: childcare
The nursery is designed to provide 55 places to local families between the hours of 8.00 am and 6.00 pm Monday to Friday. There are spaces for up to 15 babies from 6 months to 2 years (Snowdrops) and 40 spaces for 2- to 5-year-olds (Sunbells). Children of all abilities are given an equal opportunity to enjoy and learn, with the highest level of childcare and education.

Places are either full-time or part-time, for local parents/carers who need flexibility in their childcare arrangements to fit around their working or community life. Spaces are allocated on a first come/first served waiting-list basis to ensure equality and fairness.

Fees are kept low in order to support and attract low-income families, who can then sustain or seek employment. The nursery offers some fully funded places to eligible parents; although this does involve additional work for nursery staff, the main bureaucratic burden falls on the parents themselves.

Healthy well-balanced meals are prepared and cooked in our own kitchen. All allergy and special dietary requirements are catered for within feasibility. The nursery cook continually experiments with new recipes to provide the children with a range of nutritious culturally diverse meals on a rotating menu basis. The children have three meals a day, with a healthy snack in between meals.

Objectives and activities - continued

Activities: education
The nursery implements the Early Years Foundation Stage (EYFS) curriculum alongside spontaneous planning. The staff team provide activities around the children's interests and their learning needs. These are evaluated in order to ascertain the individual child's developmental stage. The nursery operates a key-person system where individual members of staff work with a small group of children, supporting them to build relationships, feel safe and secure and build a relationship with the parents. Staff make sure that the needs of the child are being met and regularly meet with and report to parents on their child's progress.

In April 2018 the nursery was inspected by Ofsted and once again were assessed as Good in all categories.

Activities: family support
The nursery staff team supports families by facilitating and sign-posting parents to training and support opportunities on aspects of childcare, learning and development. The nursery supports fathers in particular by encouraging them to take a more active role in their children's upbringing. The manager and deputy provide additional support to parents in the care and education of their child, especially in regards to key transitions.

Activities: staff and volunteer training
In conjunction with colleges, universities and training providers, the nursery offers a training and development base for volunteers and students who seek to establish a career in early years care and education, social work or paediatric nursing. They are supported through a mentor arrangement and regular supervisions to develop their skills and learning. The nursery welcomes students for work experience primarily from the 6th form college situated next door and also from other Lewisham borough schools and colleges.

Public benefit
The Trustees of Oak Hill Nursery have complied with the duty in section 17 of the Charities Act 2011 to have due regard to the public benefit guidance published by the Charity Commission.

The Charity's objectives are the advancement of education by offering appropriate play and learning facilities and by offering the opportunity for parents and carers to take responsibility for and to become involved in the nursery.

The Trustees consider that Oak Hill's principal activities and aims, as described above (early years care, education, family support and training, development of staff in early years practices), are consistent with the Charity's objectives.

The beneficiaries of the Charity are children of families/carers living or working locally.

The Charity charges a fee for its core services, keeping fees as low as possible to benefit families who would otherwise be unable to afford childcare, to enable them to sustain or seek employment, or maintain active community life.

The Early Learning Entitlement allows Oak Hill Nursery to offer provision to those who qualify, but this entitlement is only sufficient to cover school hours and terms rather than the nursery's more extensive provision.

Achievements and performance

Childcare and education
The Seeds of Empathy programme continues to be of influence in the nursery. The nursery staff have had both in-service and outsourced training on spontaneous planning as a means of enhancing the children's experiences and development and this training is demonstrably influencing practice. Staff continue to implement the training received on 'Natural Thinkers', which is similar to The Forest School ethos.

Family support
The Nursery Manager and Special Educational Needs and Disability Co-ordinator (SENDCo) continue to regularly support families with children with additional and/or special needs in accessing 1-1 support, funding or specialist support.

Achievements and performance - continued

Staff and volunteer development
Oak Hill places considerable emphasis on staff growth and development, with the manager and deputy providing both in-house and off-site training both proving positive. The nursery takes part in an apprenticeship scheme and actively encourages all staff to regularly assess their professional development and practice.

Financial review

Currently all training for staff has to be paid for and has been economically sourced from different providers to continue to offer the staff members appropriate continued professional development.

Costs of nursery supplies play materials and outings increased as the nursery scaled up the extent of its charitable activities during the year. Premises, office and central costs were static.

Maintenance problems have continued to arise too often and requests have been passed around from Borough department to department. As landlord, the Borough can seek to pass on as far as possible the maximum proportion of maintenance and repair costs. While this is understandable, all too often it has had the effect of increasing the time taken to secure necessary repairs. The system of using only an approved contractor can prove slow and too much nursery staff time has been taken up with progress chasing.

The Charity recorded a surplus of £39,035 (2022: deficit of £3,839) during the year, increasing the unrestricted reserve to £334,561 (2022: £299,365) of which £17,000 has been designated toward future IT upgrades and repairing the garden.

Reserves policy
The Board continues to create adequate reserves to enable the Charity to meet any extraordinary payments and unforeseen expenditure. Free reserves (excluding fixed assets) amounted to £312,843 at the year end. The reserves are set at 6 months' expenditure to reflect the absence of any capital assets in an organisation such as Oak Hill.

Risk management
The Trustees can confirm that the major risks to which the Charity is exposed, as identified by Trustees, have been reviewed and systems or procedures have been established to manage those risks. During 2023 three main risks were identified for particular monitoring:

- The increased cost of using agencies to cover vacancies or to find permanent replacement staff.
- The local shortage of trained and experienced staff.
- The time taken to get maintenance works agreed by the landlord.

Arrangements were made to mitigate these risks as follows:

- Maintaining a sufficient pool of bank staff to cover short-term absences.
- Supporting staff undertaking further career development.
- Monitoring costs and ensuring Lewisham fulfilled its duties as landlord promptly.

However, it must be reported that the year has been characterised by recurring difficulties caused by landlord performance that has been less than satisfactory, particularly in relation to maintenance issues.

Future costs
The charity has received the support of Lewisham Council for many years. The level of rent is subject to negotiation with the Council and the Board is actively exploring how the nursery can remain financially viable whilst preserving its charitable aims of maintaining low-cost childcare and education to low-income families. Oak Hill continues to keep salaries under review, bearing in mind the need for planning towards all staff receiving the Real Living Wage as a minimum and maintaining pension contributions. A fees increase in 2021 funded some staff salary increases in 2022, with a further increase being unavoidable from September 2023.

Plans for the future

The business plan aims to find new sources of income to help fund the Charity's activities in addition to fee income. The Charity aims to retain its position as a low-cost provider of high-quality childcare. Local authority cutbacks continue to create a more volatile financial environment and the Trustees continued to look at all options. It has nevertheless proved possible to consider ways in which the whole site could be used more effectively for the benefit of the community.

The nursery gained charitable status in 2009. The management and governance systems were then updated. The Board's review of the Charity's governance arrangements and financial systems was completed in July 2019 and the revised Articles of Association received Charities Commission approval in 2020.

The Board will be keeping recruitment to the nursery under constant review. Recruitment was healthy for September 2022 and September 2023; however, shortage of staff in September 2023 meant that the nursery was not able to offer a place to every child on its waiting list. It is a situation which the Manager will be continuing to monitor.

Structure, governance and management

Trustees of the charity
The directors of the charitable company are its trustees for the purposes of charity law. The trustees who have served during the year and since the year end were as follows:

Gwen Evans
John Fowler
Sandra Margolies
Denise Stultz

None of the Trustees had an interest in any contract or transaction during the year under review.

Status
The nursery is constituted as a company limited by guarantee and was granted charitable status on 6 August 2009. The Charity's governing document is contained in its 2020 Articles of Association.

Company membership
Trustees are co-opted or can stand for election at the AGM.

Delegation
The day-to-day management of the nursery is delegated to Paula Lane, the Nursery Manager, and the Deputy Manager Samantha Cordwell. The management team work with a close-knit team of 20 permanent staff, and if necessary agency workers. There is a robust system of staff development and support in place led by the manager and deputy. The staff members receive regular supervisions. There are regular staff meetings and the senior team meet once a month for support and development. The Nursery Manager reports regularly to the Trustees and is able to call upon them at short notice in any contingency. The strategic direction and development of the nursery is a matter for the Leadership Team, consisting of the Nursery Manager, Deputy Manager and the Trustees, as is the level of fees set for service users. Salaries are kept under regular review with the Manager presenting proposals to the Board of Trustees for discussion. It is likely that further salary increases will be needed in 2024.

Relationships
The nursery has built good relationships with local schools, colleges and universities and regularly has students complete their work placements at the nursery. The Children's Centre rationalised its use of local premises and has vacated the front of the building; consultation about its future was successfully undertaken by the borough and negotiations about future use are in progress, although there is some conflict between Oak Hill's charitable objectives and Lewisham's need to maximise income from an asset.

Statement of trustees' responsibilities

The trustees (who are also directors of Oak Hill Community Nursery 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 the year. In preparing these financial statements, the trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP 2015 (FRS 102);
- make judgements and estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements;
- prepare the accounts on the going concern basis unless it is inappropriate to presume that the charitable company will continue in operation.

The trustees are responsible for keeping adequate accounting records that disclose with reasonable accuracy at any time the financial position of the charitable company and 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.

In so far as the trustees are aware:

- there is no relevant audit information of which the charitable company's auditor is unaware; and
- the trustees have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditor is aware of that information.

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

Approved by the Board and signed on its behalf:

……
Gwenlian Evans

Date:

OAK HILL COMMUNITY NURSERY

INDEPENDENT AUDITOR'S REPORT

TO THE MEMBERS OF OAK HILL COMMUNITY NURSERY

Opinion
We have audited the financial statements of Oak Hill Community Nursery (the 'charitable company') for the year ended 30 September 2023 which comprise of the statement of Financial Activities, the Balance Sheet, the Cash Flow Statement and notes to the financial statements, 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 30 September 2023 and of its incoming resources and application of resources, 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 Auditor's 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 UK, including the FRC's Ethical Standard and the provisions available for small entities, in the circumstances set out in note 2 to the financial statements, 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.

Conclusions relating to going concern
We have nothing to report in respect of the following matters in relation to which the ISAs (UK) require us to report to you where:

- the trustees' use of the going concern basis of accounting in the preparation of the financial statements is not appropriate; or
- the trustees have not disclosed in the financial statements any identified material uncertainties that may cast significant doubt about the charitable company's ability to continue to adopt the going concern basis of accounting for a period of at least twelve months from the date when the financial statements are authorised for issue.

Other information
The trustees are responsible for the other information. The other information comprises the information included in the annual report, other than the financial statements and our auditor's report thereon. 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.

In connection with our audit of the financial statements, 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 audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. 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.

Opinions 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, which includes the directors' report prepared for the purposes of company law, for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the directors' report included within the trustees' report has been prepared in accordance with applicable legal requirements.

OAK HILL COMMUNITY NURSERY

INDEPENDENT AUDITOR'S REPORT

TO THE MEMBERS OF OAK HILL COMMUNITY NURSERY

Matters on which we are required to report by exception
In the light of the 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 directors' report included within the trustees' report.

We have nothing to report in respect of the following matters in relation to which the 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.

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.

Auditor's 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 auditor's 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 specific procedures for this engagement and the extent to which these are capable of detecting irregularities, including fraud is detailed below:

- Enquiry of management and those charged with governance around actual and potential litigation and claims as well as actual, suspected and alleged fraud;
- Reviewing minutes of meetings of those charged with governance;
- Assessing the extent of compliance with the laws and regulations considered to have a direct material effect on the financial statements or the operations of the company through enquiry and inspection;
- Reviewing financial statement disclosures and testing to supporting documentation to assess compliance with applicable laws and regulations;
- Performing audit work over the risk of management bias and override of controls, including testing of journal entries and other adjustments for appropriateness, evaluating the business rationale of significant transactions outside the normal course of business and reviewing accounting estimates for indicators of potential bias.

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. This risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance. The risk is also greater regarding irregularities occurring due to fraud rather than error, as fraud involves intentional concealment, forgery, collusion, omission or misrepresentation.

A further description of our responsibilities is available on the Financial Reporting Council's website at: https://www.frc.org.uk/Our-Work/Audit/Audit-and-assurance/Standards-and-guidance/Standards-and-guidance-for-auditors/Auditors-responsibilities-for-audit/Description-of-auditors-responsibilities-for-audit.aspx. This description forms part of our auditor's report.

OAK HILL COMMUNITY NURSERY

INDEPENDENT AUDITOR'S REPORT

TO THE MEMBERS OF OAK HILL COMMUNITY NURSERY

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 auditor's 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 the charitable company's members as a body, for our audit work, for this report, or for the opinions we have formed.

John Howard (Senior Statutory Auditor)
For and on behalf of Azets Audit Services
Statutory Auditor, Chartered Accountants
2nd Floor, Regis House
45 King William Street
London
EC4R 9AN

Date:

OAK HILL COMMUNITY NURSERY

STATEMENT OF FINANCIAL ACTIVITIES (Including Income and Expenditure Account)

FOR THE YEAR ENDED 30 SEPTEMBER 2023

	Notes	Unrestricted Funds £	Total Funds 2023 £	Total Funds 2022 £
INCOME				
Charitable activities	**3**	704,972	704,972	585,889
Investment income	**4**	1,305	1,305	83
Other income	**5**	1,593	1,593	4,468
TOTAL INCOME		**707,870**	**707,870**	**590,440**
EXPENDITURE				
Charitable activities	**6**	668,835	668,835	594,279
TOTAL EXPENDITURE	**7**	**668,835**	**668,835**	**594,279**
NET INCOME /(EXPENDITURE)		**39,035**	**39,035**	**(3,839)**
RECONCILIATION OF FUNDS				
Total funds brought forward		295,526	295,526	299,365
TOTAL FUNDS CARRIED FORWARD	**17**	**334,561**	**334,561**	**295,526**

All transactions are derived from continuing activities.

All recognised gains and losses are included in the Statement of Financial Activities.

The notes on pages 13 to 20 form part of the financial statements.

OAK HILL COMMUNITY NURSERY

BALANCE SHEET

FOR THE YEAR ENDED 30 SEPTEMBER 2023

	Notes	2023		2022	
		£	£	£	£
FIXED ASSETS					
Tangible fixed assets	**12**		4,718		4,917
CURRENT ASSETS					
Debtors	**13**	3,314		21,528	
Cash at bank and in hand		356,571		324,307	
		359,885		345,835	
CURRENT LIABILITIES					
Creditors:					
Amounts falling due within one year	**14**	(30,042)		(55,226)	
NET CURRENT ASSETS			329,843		290,609
NET ASSETS			**334,561**		**295,526**
FUNDS					
Unrestricted funds:					
General fund			317,561		278,526
Designated funds	**17**		17,000		17,000
			334,561		**295,526**

Approved on behalf of the board on and signed on their behalf by

.....
Gwenlian Evan
Trustee

Company No. 05850668

The notes on pages 13 to 20 form part of these financial statements.

OAK HILL COMMUNITY NURSERY

CASH FLOW STATEMENT

FOR THE YEAR ENDED 30 SEPTEMBER 2023

	Notes	Total Funds 2023 £	Total Funds 2022 £
CASH FLOW FROM OPERATING ACTIVITIES			
Cash generated from operating activities	**15**	33,272	9,772
NET CASH FLOW FROM OPERATING ACTIVITIES		**33,272**	**9,772**
CASH FLOW FROM INVESTING ACTIVITIES			
Payments to acquire tangible fixed assets		(2,313)	(5,943)
Interest received		1,305	83
NET CASH FLOW FROM INVESTING ACTIVITIES		**(1,008)**	**(5,860)**
NET (DECREASE)/ INCREASE IN CASH AND EQUIVALENTS		**32,264**	**3,912**
CASH AND CASH EQUIVALENTS AT BEGINNING OF YEAR		**324,307**	**320,395**
TOTAL FUNDS CARRIED FORWARD		**356,571**	**324,307**
Cash and cash equivalents consists of:			
Cash at bank and in hand		**356,571**	**324,307**

The notes on pages 13 to 20 form part of these financial statements.

1. GENERAL INFORMATION

Oak Hill Community Nursery is a company limited by guarantee in the United Kingdom. The charitable company's registered number, charity number and address of the registered office is given in the reference and administration details on page 1 of these financial statements. The members of the company are the trustees named on page 1. In the event of the charity being wound up, the liability in respect of the guarantee is limited to £1 per member of the charity.

2. ACCOUNTING POLICIES

The principle accounting policies adopted, judgements and key sources of estimation uncertainty in the preparation of the financial statements are as follows:

(a) Basis of Accounting

The financial statements have been prepared in accordance with 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) issued on 16 July 2014, the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102), the Companies Act 2006 and UK Generally Accepted Practice.

Oak Hill Community Nursery 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 notes.

The financial statements are presented in sterling (£) which is also the functional currency for the charity.

(b) Preparation of the accounts on a going concern basis

At the time of approving these financial statements the Trustees have assessed the financial consequences of continued uncertainties yet are confident that the charities financial resources are sufficient to meet its liabilities for 12 months from authorising these financial statements. The budgeted income and expenditure remains sufficient with the level of the reserves for the charity to continue as a going concern. The financial statements have therefore been prepared on a going concern basis.

(c) Fund Accounting

Unrestricted funds are available for use at the discretion of the trustees in furtherance of the general objectives of the company.

Designated funds are unrestricted funds earmarked by the trustees for particular purposes.

Restricted funds are subject to restrictions on their expenditure imposed by the donor or through the terms of an appeal.

2. ACCOUNTING POLICIES (continued)

(d) Income

All income is recognised in the Statement of Financial Activities once the Nursery has entitlement to the funds, it is probable that the income will be received and the amount can be measured reliably. Income is deferred when the fees or donations are received in advance of the period in which they relate.

- Donations and other voluntary income is recognised in the Statement of Financial Activities when entitlement arises, the amount can be reliably quantified and the economic benefit to the Nursery is considered probable.
- Incoming resources from charitable activities are received by way of nursery fees, and includes income for childcare vouchers and early learning grants. The income is recognised in the Statement of Financial Activities for the year in which they relate.
- Donated services and facilities are included at the value to the charitable company where this can be quantified. The value of services provided by volunteers has not been included in these accounts.
- Investment income is recognised on an accruals basis.

(e) Expenditure

Expenditure is recognised in the Statement of Financial Activities once there is a legal constructive obligation to make a payment to a third party, it is probable that settlement will be required and the amount of the obligation can be measured reliably.

- Expenditure on charitable activities comprises those costs incurred by the Nursery in the delivery of its activities and services. It includes both costs that can be allocated directly to such activities and those costs of an indirect nature necessary to support them.
- Irrecoverable VAT is charged as a cost against the activity for which the expenditure was incurred.

All costs are allocated between the expenditure categories of the SOFA on a basis designed to reflect the use of the resource. Costs relating to a particular activity are allocated directly, others are apportioned on an appropriate basis.

(f) Allocation of support and governance costs

Support costs are those that assist the work of the charitable company but do not directly represent charitable activities. Support costs include governance costs, premises costs, office and central costs and depreciation. They are incurred directly in support of expenditure on the objects of the charitable company.

Governance costs comprise all costs involving the public accountability of the charitable company and its compliance with regulation and good practice. These costs include costs related to statutory audit, accountancy fees, legal fees and consultancy fees.

Support and Governance costs are allocated to charitable activities in proportion to the direct charitable expenditure on that activity, where the charitable company considers that support costs are incurred as part of the delivery of that activity.

(g) Pensions

The Nursery operates a defined contribution 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.

2. ACCOUNTING POLICIES (continued)

(h) Employee benefits

Short term employee benefits, including holiday entitlement, are recognised as an expense in the period which they are incurred.

(i) Operating leases

Rentals applicable to operating leases, where substantially all of the benefits and risks of ownership remain with the lessor, are charged to the Statement of Financial Activities as incurred.

(j) Tangible fixed assets

Tangible fixed assets are stated at cost less accumulated depreciation. The cost of minor additions or those costing below £100 are not capitalised. Depreciation is provided at rates calculated to write off the cost of each asset over its expected useful life. The rates used are as follows:

Office equipment:	33%
Furniture and fixtures	25%

(k) Debtors

Trade and other debtors are recognised at the settlement amount due. Prepayments are valued at the amount prepaid. Accrued income is measured at the amount due to be received.

(l) Cash at bank and in hand

Cash at bank and cash 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 accounts.

(m) Creditors

Creditors are recognised where the charitable company has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably.

Trade, other creditors and accruals are recognised at their settlement amount due.

Deferred income is where income is received, some or all of which is specifically in relation to future periods, the relevant amount is deferred and credited to the Statement of Financial Activities in the period to which it relates.

(n) Financial instruments

The charitable 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.

(o) Taxation

As a charitable company, the nursery is not liable to taxation on its income or on surpluses on disposal of investments.

2. ACCOUNTING POLICIES (continued)

(p) Judgements and key sources of estimation uncertainty

Accounting estimates and judgements are continually evaluated and are based on historical experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances.

The following judgements (apart from those involving estimates) have been made in the process of applying the above accounting policies that have had the most significant effect on amounts recognised in the financial statements:

Useful economic lives of tangible assets
The annual depreciation charge for tangible assets is sensitive to changes in the estimated useful economic lives and residual values of the assets. The useful economic lives and residual values are re-assessed annually. They are amended when necessary to reflect current estimates, based on technological advancement, future investments, economic utilisation and the physical condition of the assets. See note 12 for the carrying amount of the furniture and fittings and office equipment, and note j for the useful economic lives for each class of assets.

There are no key assumptions concerning the future and other key sources of estimation uncertainty at the reporting date that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next financial year.

3. INCOME FROM CHARITABLE ACTIVITIES

	Unrestricted Funds	Total 2023	Total 2022
	£	£	£
Fees	591,607	591,607	504,035
LB Nursery Education grant	107,896	107,896	79,897
Donations and fundraising	5,469	5,469	1,957
	704,972	704,972	585,889

In 2022 all of the income was attributable to the unrestricted fund.

4. INVESTMENT INCOME

	Unrestricted Funds	Total 2023	Total 2022
	£	£	£
Bank interest	1,305	1,305	83

In 2022 all of the investment income was attributable to the unrestricted fund.

5. OTHER INCOME

	Unrestricted Funds	Total 2023	Total 2022
	£	£	£
Other income	1,593	1,593	4,468
	1,593	1,593	4,468

In 2022 all of the other income was attributable to the unrestricted fund.

6. CHARITABLE ACTIVITIES

	Unrestricted Funds £	Total 2023 £	Total 2022 £
Advancement of the education of children	668,835	668,835	594,279

In 2022 all of the expenditure was attributable to the unrestricted fund.

7. ANALYSIS OF EXPENDITURE

	Direct Charitable £	Support costs £ (note 8)	Total 2023 £	Total 2022 £
Advancement of the education of children	570,007	98,828	668,835	594,279

In 2022 £487,015 of the expenditure related to direct charitable expenditure, and the remaining £107,264 related to support costs.

8. SUPPORT COSTS

	2023 £	2022 £
Governance costs (note 9)	15,834	20,075
Premises costs	72,932	79,601
Office and central costs	7,550	6,093
Depreciation	2,512	1,495
	98,828	107,264

9. GOVERNANCE COSTS

	2023 £	2022 £
Auditors remuneration		
- Audit fee	9,300	9,000
- Accounting, current year	1,200	1,200
- Other non-audit services	-	7,539
Other governance costs	5,334	2,336
	15,834	20,075

Other governance costs consist of legal fees and consultancy fees.

10. NET INCOME/(EXPENDITURE) FOR THE YEAR

	2023 £	2022 £
This is stated after charging:		
Depreciation	2,512	1,495
Audit fee	9,300	7,500
Operating lease costs	48,000	48,000

11. ANALYSIS OF STAFF COSTS, TRUSTEE REMUNERATION AND EXPENSES AND THE COST OF KEY MANAGEMENT PERSONNEL	2023 £	2022 £
Wages and salaries	428,333	410,977
Social security	13,825	18,414
Defined contribution pension costs	8,532	9,711
Agency staff	64,185	10,071
	514,875	449,173
The average number of full-time equivalent employees:		
Nursery staff	22	24

Employee time has been allocated to direct charitable expenditure.

No employee received emoluments of more than £60,000 (2022: none).

During 2023, no trustees (2022: £nil) were paid or received any other benefits from employment with the charitable company. No trustee or any person connected with them received any expenses during the year (2022: £nil).

The key management of the charitable company comprise the trustees, the nursery manager and the deputy manager. The trustees do not receive any remuneration for this role.

The total employee benefits of the key management personnel of the charitable company were £96,776 (2022: £85,891).

12. TANGIBLE FIXED ASSETS	Furniture and fittings £	Office equipment £	Total £
Cost			
At 1 October 2022	5,532	21,549	27,081
Additions	-	2,313	2,313
Disposals	-	-	-
At 30 September 2023	5,532	23,862	29,394
Depreciation			
At 1 October 2022	5,532	16,632	22,164
Charge for the year	-	2,512	2,512
Disposals	-	-	-
At 30 September 2023	5,532	19,144	24,676
Net Book Value			
At 30 September 2023	**-**	**4,718**	**4,718**
At 30 September 2022	**-**	4,917	4,917

13.	**DEBTORS**	**2023**	**2022**
		£	**£**
	Trade debtors	6	9,395
	Other debtors	3,125	-
	Prepayments	183	12,133
		3,314	21,528

14.	**CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR**	**2023**	**2022**
		£	**£**
	Trade creditors	4,508	3,273
	Other creditors	6,749	29,278
	Accruals	10,860	12,000
	Deferred income (note 14.1)	7,925	10,675
		30,042	55,226

14.1	**DEFERRED INCOME**	**2023**	**2022**
		£	**£**
	At 1 October 2022	10,675	5,220
	Additional during the year	7,925	10,675
	Amounts released to income	(10,675)	(5,220)
	At 30 September 2023	7,925	10,675

Deferred income in both 2023 and 2022 relates to nursery fees for the following autumn term.

15.	**RECONCILIATION OF NET INCOME TO CASH GENERATED FROM OPERATING ACTIVITIES**	**2023**	**2022**
		£	**£**
	Net income for the year	39,035	(3,839)
	Depreciation charges	2,512	1,495
	Interest receivable	(1,305)	(83)
		40,242	(2,427)
	Decrease/(increase) in trade and other debtors	18,214	(7,661)
	(Decrease)/increase in trade and other creditors	(25,184)	19,860
	Cash generated from operating activities	33,272	9,772

16.	**ANALYSIS OF NET ASSETS BETWEEN FUNDS**	**2023**	**2022**
		£	**£**
	Tangible fixed assets	4,718	4,917
	Current assets	359,885	345,835
	Current liabilities	(30,042)	(55,226)
		334,561	295,526

17. MOVEMENT IN FUNDS

	At 1 October 2022	Incoming Resources	Outgoing Resources	Transfer	At 30 September 2023
	£	£	£	£	£
Unrestricted funds:					
General funds	278,526	707,870	(668,835)	-	317,561
Designated funds	17,000	-	-	-	17,000
	295,526	**707,870**	**(668,835)**	**-**	**334,561**

Designated funds
Designated funds form part of Unrestricted Funds and are amounts set aside by the Trustees to meet specific future requirements of the organisation.

In 2019 expenditure of £7,000 spent towards the IT upgrade was allocated against the designated fund leaving a designated fund of £17,000 to meet the remaining IT upgrade costs and costs towards repairing the garden. No expenditure was incurred during 2023 (2022: £nil).

17.A MOVEMENT IN FUNDS – Prior year

	At 1 October 2021	Incoming Resources	Outgoing Resources	Transfer	At 30 September 2022
	£	£	£	£	£
Unrestricted funds:					
General funds	282,365	590,440	(594,279)	-	278,526
Designated funds	17,000	-	-	-	17,000
	299,365	**590,440**	**(594,279)**	**-**	**295,526**

18. PENSION SCHEME

The charitable company operates a defined contribution pension plan for its employees. The amount recognised as an expense in the year was £8,532 (2022: £9,711).

19. LEASE COMMITMENTS

The charitable company sole lease commitment is its tenancy at Oakhill Nursery. Total future minimum lease payments under the operating lease are as follows:

	2023	2022
	£	£
Not later than one year	48,000	48,000
Later than one and not later than five years	24,000	72,000
Later than five years	-	-
	72,000	**120,000**

20. RELATED PARTY TRANSACTIONS

There are no related party transactions during the year (2022: none)

OAK HILL COMMUNITY NURSERY

England & Wales - Charity number 1130993

Accounts

Company No. 05850668
Charity No. 1130993

OAK HILL COMMUNITY NURSERY
(Limited by Guarantee)

TRUSTEES' REPORT AND FINANCIAL STATEMENTS

FOR THE YEAR ENDED 30 SEPTEMBER 2022

OAK HILL COMMUNITY NURSERY

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OAK HILL COMMUNITY NURSERY

REFERENCE AND ADMINISTRATION DETAILS

Status	Company Limited by Guarantee No. 05850668 Registered Charity No. 1130993, registered 6 August 2009 The Company's governing document is its Memorandum and Articles of Association
Secretary and Registered Office:	Denise Stultz 29 Wallbutton Road Brockley London SE4 2NX
Trustees:	Denise Stultz John Fowler Sandra Margolies Gwenlian Evans
Key Management:	
Nursery Manager:	Paula Lane
Deputy Manager:	Samantha Cordwell
Auditor:	Azets Audit Services Chartered Accountants 2nd Floor Regis House 45 King William Street London EC4R 9AN
Bankers:	National Westminster Bank plc 87 Sidcup High Street Sidcup Kent DA14 6DL

OAK HILL COMMUNITY NURSERY

TRUSTEES' REPORT

FOR THE YEAR ENDED 30 SEPTEMBER 2022

The Trustees present their report and the audited financial statements of the charity for the year ended 30 September 2022. The trustees have adopted the provisions of the Statement of Recommended Practice (SORP) "Accounting and Reporting by Charities" (FRS 102) in preparing the annual report and financial statements of the charity.

Objectives and activities

2022: Another Extraordinary year
Oak Hill continued to be affected by the pandemic Covid 19 however remained open. Weekly updates continue to be circulated to parents to inform parents and carers of the children's weekly activities and any in-house or governmental updates. Once again special thanks are due to Paula and her team for the ongoing leadership and team efforts throughout some very difficult and demanding times.

Charitable purposes and aims
The nursery's primary charitable purpose is the advancement of the education of children aged from birth to five years whose parents/carers live or work locally. This it does by offering appropriate play and learning facilities with fees as low as possible. The aim of low fees is to support families who might not otherwise be able to afford high-quality childcare and education in order to seek or sustain employment and/or take an active role in community life. A retainer might be introduced should there be a similar lockdown in future.

The nursery continues to offer the opportunity to parents and others to become involved in the activities of the nursery/day care provision; as it educates, supports and teaches local adults in the provision of care, learning and development for children. To this end the nursery also participates in an apprenticeship scheme.

The nursery offers support and advice to parents holding forums for parents to support them in their child's learning and development. Throughout 2022 a weekly emailed newsletter has been used to share details of the various activities that the children have been able to enjoy. Recruitment and retention were as expected.

Approach to fundraising
There are two aspects to fundraising at the nursery. Every year the staff organise a fundraising event, usually a Summer Fair on a Saturday where a range of activities are on offer for the whole family. The event raises funds for the nursery itself, generally with a particular purpose for example renovation of the outdoor play area. It's a popular occasion with participation entirely voluntary. Monitoring and evaluation, forms part of the annual appraisal of the Deputy Manager whose responsibilities include fundraising.

There are occasions when the Nursery may have an external crisis or major need which deserves fundraising and arrangements are made to collect gifts in kind as well as money. Parents are told in advance via weekly updates. These tend to be one off activities with the nursery acting as a convenient hub.

The nursery keeps its fees as low as it can, aware of the financial pressure that childcare can pose so it is careful to ensure that fundraising activities remain truly voluntary. No complaints have been recorded.

The special circumstances of 2022 precluded such a social event as the summer fair.

Objectives and activities - continued

Activities: childcare
The nursery is designed to provide 55 places to local families between the hours of 8.00 am and 6.00 pm Monday to Friday. There are spaces for up to 15 babies from 6 months to 2 years (Snowdrops) and 40 spaces for 2 to 5-year-olds (Sunbells). Children of all abilities are given an equal opportunity to enjoy and learn, with the highest level of childcare and education.

Places are allocated in line with our Admissions policy either full-time or part-time, for local parents/carers who need flexibility in their childcare arrangements to fit around their working or community life. Spaces are allocated on a first come/first served waiting-list basis to ensure equality and fairness.

Fees are kept low and set in order to support and attract low-income families, who can then sustain or seek employment. The nursery offers some fully funded places to eligible parents; although this does involve additional work for nursery staff, the main bureaucratic burden falls on the parents themselves.

Healthy well-balanced meals are prepared and cooked from our own kitchen. All allergy and special dietary requirements are catered for within feasibility. The Nursery cook continually experiments with new recipes to provide the children with a range of nutritious culturally diverse meals on a rotating menu basis. The children have three meals a day, with a healthy snack in between meals.

Activities: education
The nursery implements the Early Years Foundation Stage (EYFS) curriculum alongside spontaneous planning. The staff team provide the children with activities around the children's interests and their learning needs. These are evaluated in order to ascertain the individual child's developmental stage. The nursery operates a key-person system where members of staff work with a small group of children, supporting them to build relationships, feel safe and secure and build a relationship with the parents. Staff make sure that the needs of the child are being met and regularly meet with and report to parents on their child's progress.

In April 2019 the nursery was inspected by Ofsted and once again were assessed as Good in all categories.

Activities: family support
The nursery staff team supports families by facilitating and sign-posting parents to training and support opportunities on aspects of childcare, learning and development. The nursery supports fathers in particular by encouraging them to take a more active role in their children's upbringing. The manager and deputy provide additional support to the parents in the care and education for their child, especially in regards to key transitions.

Activities: staff and volunteer training
The nursery in conjunction with colleges, universities and training providers, provides a training and development base for local adults, volunteers and students who seek to establish a career in early years care and education, social work or paediatric nursing. These are supported through a mentor arrangement and regular supervisions to develop their skills and learning. The nursery welcomes students for work experience primarily from the 6th form college situated next door yet also from other Lewisham borough schools and colleges.

Objectives and activities - continued

Public benefit
The Trustees of Oak Hill Nursery have complied with the duty in section 17 of the Charities Act 2011 to have due regard to the public benefit guidance published by the Charity Commission.

The Charity's objectives are the advancement of education by offering appropriate play and learning facilities and by offering the opportunity for parents to take responsibility for and to become involved in the nursery.

The Trustees consider that Oak Hill's principal activities and aims, described on page 2-3 of this report (early years care, education, family support and training and development of adults and volunteers in early years practices), are consistent with the Charity's objectives.

The beneficiaries of the Charity are children of families/carers living or working locally.

The Charity charges a fee for its core services, although fees are kept as low as possible to benefit local families who would otherwise be unable to afford childcare, to enable them to sustain or seek employment, or maintain active community life. The charges are reasonable and maintain the services at the nursery.

The Early Learning Entitlement allows Oak Hill Nursery to offer provision to those who qualify but this entitlement is only sufficient to cover school hours and terms rather than the nursery's more extensive provision; thus it is important for many parents that the fees are kept as low as possible to enable them to extend their childcare.

The Trustees wish to adopt a strategy to raise funds for bursary places, to be offered to those families struggling with the greatest levels of poverty. Plans remain on hold while the nursery continues to monitor the level of maintenance and related costs arising from its tenancy agreement with the London Borough of Lewisham.

Achievements and performance

Childcare and education
The Seeds of Empathy programme continues to be of influence in the nursery. The nursery staff have had both in-service and outsourced training on spontaneous planning as a means of enhancing the children's experiences and development and this training is demonstrably influencing practice. Staff continue to implement the training received on 'Natural Thinkers' which is similar to The Forest School ethos.

Family support
The Nursery Manager and Special Educational Needs and Disability Co-ordinator (SENDCo) continue to regularly support a number of families with children with additional and/or special needs in accessing 1-1 support, funding or specialist support.

Staff and volunteer development
Oak Hill places considerable emphasis on staff growth and development with the manager and deputy providing in house training and off-site training with both proving positive. The Nursery takes part in an apprenticeship scheme and actively encourages staff to regularly assess their professional development and practice.

Financial review

Currently all training for staff has to be paid for and has been economically sourced from different providers to continue to offer the staff members appropriate continued professional development.

Nursery costs, play materials and outings increased as the nursery scaled up the extent of its charitable activities during the year. Premises, office and central costs were static.

Maintenance problems have continued to arise too often and requests have been passed around from department to department. The landlord can seek to pass on as far as possible the maximum proportion of maintenance and repair costs. While this is understandable, all too often it has had the effect of increasing the time taken to secure necessary repairs. The system of using only an approved contractor can prove slow and too much nursery staff time has been taken up with progress chasing.

The Charity recorded a deficit of £3,839 (2021: £24,143) during the year, decreasing the unrestricted reserve to £295,526 (2021: £299,365) of which £17,000 has been designated toward future IT upgrades and repairing the garden.

Reserves policy
The Board continues to create adequate reserves to enable the Charity to meet any extraordinary payments and unforeseen expenditure. Free reserves (excluding fixed assets) amounted to £273,609 at the year end. The reserves is set at 6 months expenditure to reflect the absence of any capital assets in an organisation such as Oak Hill.

Risk management
The Trustees can confirm that the major risks, to which the Charity is exposed, as identified by Trustees, have been reviewed and systems or procedures have been established to manage those risks. During 2022 three main risks were identified for particular monitoring:

- The increased cost of using agencies to cover vacancies or to find permanent replacement staff.
- The local shortage of trained and experienced staff.
- The time taken to get maintenance works agreed by the landlord.

Arrangements were made to mitigate these risks as follows:

- Monitoring costs and ensuring Lewisham fulfilled its duties as landlord sufficiently promptly.
- Maintaining a sufficient pool of bank staff to cover short term absences.
- Supporting staff undertaking further career development.

However, it must be reported that the year has been characterised by recurring difficulties caused by landlord performance that has been less than satisfactory particularly in relation to maintenance issues.

Future costs
The charity has received the support of Lewisham Council for many years. The level of rent is subject to negotiation with the Council and the Board is actively exploring how the nursery can remain financially viable whilst preserving its charitable aims of maintaining low-cost childcare and education to low-income families. Oak Hill continues to keep salaries under review, bearing in mind the need for planning towards all staff receiving the Real Living Wage as minimum and maintaining pension contributions. A fees increase in 2021 funded some staff salary increases in 2022 with a further increase being unavoidable in 2023.

Plans for the future

The business plan aims to find new sources of income to help fund the Charity's activities in addition to fee income. The Charity aims to retain its position as a low-cost provider of high quality childcare. Local authority cutbacks continue to create a more volatile financial environment and the Trustees had continued to look at all options. Despite Covid 19 continuing to be a factor it has nevertheless proved possible to consider ways in which the site could be used more effectively for the benefit of the community.

The nursery gained charitable status in 2009. The management and governance systems have been updated reviewing to reflect the changes. The Board's review of the Charity's governance arrangements and financial systems was completed in July 2019 and the revised Articles of Association received Charities Commission approval in 2020.

The Board will be keeping recruitment to the nursery under constant review. Recruitment was healthy for September 2021 and for September 2022; however there were some late withdrawals because parents had suddenly become able to take up free part time places in schools which themselves had had space to make nursery provision. It is a situation which the Manager will be continuing to monitor.

Structure, governance and management

Trustees of the charity
The directors of the charitable company are its trustees for the purposes of charity law. The trustees who have served during the year and since the year end were as follows:

Gwen Evans
John Fowler
Sandra Margolies
Denise Stultz

None of the Trustees had an interest in any contract or transaction during the year under review.

Status
The nursery is constituted as a company limited by guarantee and was granted charitable status on 06 August 2009. The Charity's governing document is contained in its 2020 Articles of Association.

Company membership
Trustees are co-opted or can stand for election at the AGM.

Delegation
The day-to-day management of the nursery is delegated to Paula Lane, the Nursery Manager and the Deputy Manager Samantha Cordwell. The management team work with a close-knit team of 21 permanent staff, and if necessary agency workers. There is a robust system of staff development and support in place led by the manager and deputy. The staff members receive regular supervisions. There are regular staff meetings and the senior team meet once a month for support and development. The Nursery Manager reports regularly to the Trustees and is able to call upon them at short notice in any contingency. The strategic direction and development of the nursery is a matter for the Leadership Team consisting of the Nursery Manager, Deputy Manager and the Trustees as is the level of fees set for service users. Salaries are kept under regular review with the Manager presenting proposals to the Board of Trustees for discussion.

Relationships
The nursery has built good relationships with local schools, colleges and universities and regularly has students complete their work placements at the nursery. The Children's Centre rationalised its use of local premises and has vacated the front of the building; consultation about future was successfully undertaken by the borough and negotiations about future use are in progress.

Statement of trustees' responsibilities

The trustees (who are also directors of Oak Hill Community Nursery 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 the year. In preparing these financial statements, the trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP 2015 (FRS 102);
- make judgements and estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements;
- prepare the accounts on the going concern basis unless it is inappropriate to presume that the charitable company will continue in operation.

The trustees are responsible for keeping adequate accounting records that disclose with reasonable accuracy at any time the financial position of the charitable company and 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.

In so far as the trustees are aware:

- there is no relevant audit information of which the charitable company's auditor is unaware; and
- the trustees have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditor is aware of that information.

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

Approved by the Board and signed on its behalf by John Fowler, Director

John Fowler, Director

Date: 1 May 2023

OAK HILL COMMUNITY NURSERY

INDEPENDENT AUDITOR'S REPORT

TO THE MEMBERS OF OAK HILL COMMUNITY NURSERY

Opinion
We have audited the financial statements of Oak Hill Community Nursery (the 'charitable company') for the year ended 30 September 2022 which comprise of the statement of Financial Activities, the Balance Sheet, the Cash Flow Statement and notes to the financial statements, 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 30 September 2022 and of its incoming resources and application of resources, 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 Auditor's 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 UK, including the FRC's Ethical Standard and the provisions available for small entities, in the circumstances set out in note 2 to the financial statements, 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.

Conclusions relating to going concern
We have nothing to report in respect of the following matters in relation to which the ISAs (UK) require us to report to you where:

- the trustees' use of the going concern basis of accounting in the preparation of the financial statements is not appropriate; or
- the trustees have not disclosed in the financial statements any identified material uncertainties that may cast significant doubt about the charitable company's ability to continue to adopt the going concern basis of accounting for a period of at least twelve months from the date when the financial statements are authorised for issue.

Other information
The trustees are responsible for the other information. The other information comprises the information included in the annual report, other than the financial statements and our auditor's report thereon. 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.

In connection with our audit of the financial statements, 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 audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. 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.

Opinions 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, which includes the directors' report prepared for the purposes of company law, for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the directors' report included within 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 the 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 directors' report included within the trustees' report.

We have nothing to report in respect of the following matters in relation to which the 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.

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.

Auditor's 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 auditor's 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 specific procedures for this engagement and the extent to which these are capable of detecting irregularities, including fraud is detailed below:

- Enquiry of management and those charged with governance around actual and potential litigation and claims as well as actual, suspected and alleged fraud;
- Reviewing minutes of meetings of those charged with governance;
- Assessing the extent of compliance with the laws and regulations considered to have a direct material effect on the financial statements or the operations of the company through enquiry and inspection;
- Reviewing financial statement disclosures and testing to supporting documentation to assess compliance with applicable laws and regulations;
- Performing audit work over the risk of management bias and override of controls, including testing of journal entries and other adjustments for appropriateness, evaluating the business rationale of significant transactions outside the normal course of business and reviewing accounting estimates for indicators of potential bias.

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. This risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance. The risk is also greater regarding irregularities occurring due to fraud rather than error, as fraud involves intentional concealment, forgery, collusion, omission or misrepresentation.

A further description of our responsibilities is available on the Financial Reporting Council's website at: https://www.frc.org.uk/Our-Work/Audit/Audit-and-assurance/Standards-and-guidance/Standards-and-guidance-for-auditors/Auditors-responsibilities-for-audit/Description-of-auditors-responsibilities-for-audit.aspx. This description forms part of our auditor's report.

OAK HILL COMMUNITY NURSERY

INDEPENDENT AUDITOR'S REPORT

TO THE MEMBERS OF OAK HILL COMMUNITY NURSERY

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 auditor's 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 the charitable company's members as a body, for our audit work, for this report, or for the opinions we have formed.

Azets Audit Services

John Howard (Senior Statutory Auditor)
For and on behalf of Azets Audit Services
Statutory Auditor, Chartered Accountants
2nd Floor, Regis House
45 King William Street
London
EC4R 9AN

Date: 4 May 2023

OAK HILL COMMUNITY NURSERY

STATEMENT OF FINANCIAL ACTIVITIES (Including Income and Expenditure Account)

FOR THE YEAR ENDED 30 SEPTEMBER 2022

	Notes	Unrestricted Funds £	Total Funds 2022 £	Total Funds 2021 £
INCOME				
Charitable activities	**3**	585,889	585,889	562,048
Investment income	**4**	83	83	13
Other income	**5**	4,468	4,468	-
TOTAL INCOME		**590,440**	**590,440**	**562,061**
EXPENDITURE				
Charitable activities	**6**	594,279	594,279	586,204
TOTAL EXPENDITURE	**7**	**594,279**	**594,279**	**586,204**
NET INCOME		**(3,839)**	**(3,839)**	**(24,143)**
RECONCILIATION OF FUNDS				
Total funds brought forward		299,365	299,365	323,508
TOTAL FUNDS CARRIED FORWARD	**17**	**295,526**	**295,526**	**299,365**

All transactions are derived from continuing activities.

All recognised gains and losses are included in the Statement of Financial Activities.

The notes on pages 14 to 21 form part of the financial statements.

OAK HILL COMMUNITY NURSERY

BALANCE SHEET

FOR THE YEAR ENDED 30 SEPTEMBER 2022

	Notes	2022		2021	
		£	£	£	£
FIXED ASSETS					
Tangible fixed assets	**12**		4,917		469
CURRENT ASSETS					
Debtors	**13**	21,528		13,867	
Cash at bank and in hand		324,307		320,395	
		345,835		334,262	
CURRENT LIABILITIES					
Creditors:					
Amounts falling due within one year	**14**	(55,226)		(35,366)	
NET CURRENT ASSETS			290,609		298,896
NET ASSETS			**295,526**		**299,365**
FUNDS					
Unrestricted funds:					
General fund			278,526		282,365
Designated funds	**17**		17,000		17,000
			295,526		**299,365**

Approved on behalf of the board on 27 April 2023 and signed on their behalf by John Fowler, Director/Trustee

pp Gwenlian Evans
Chair

Company No. 05850668

The notes on pages 14 to 21 form part of these financial statements.

OAK HILL COMMUNITY NURSERY

CASH FLOW STATEMENT

FOR THE YEAR ENDED 30 SEPTEMBER 2022

	Notes	Total Funds 2022 £	Total Funds 2021 £
CASH FLOW FROM OPERATING ACTIVITIES			
Cash generated from operating activities	**15**	9,772	(50,833)
NET CASH FLOW FROM OPERATING ACTIVITIES		9,772	**(50,833)**
CASH FLOW FROM INVESTING ACTIVITIES			
Payments to acquire tangible fixed assets		(5,943)	(250)
Interest received		83	13
NET CASH FLOW FROM INVESTING ACTIVITIES		**(5,860)**	**(237)**
NET (DECREASE)/ INCREASE IN CASH AND CASH EQUIVALENTS		**3,912**	**(51,070)**
CASH AND CASH EQUIVALENTS AT BEGINNING OF YEAR		**320,395**	**371,465**
TOTAL FUNDS CARRIED FORWARD		**324,307**	**320,395**
Cash and cash equivalents consists of:			
Cash at bank and in hand		**324,307**	**320,395**

The notes on pages 14 to 21 form part of these financial statements.

1. GENERAL INFORMATION

Oak Hill Community Nursery is a company limited by guarantee in the United Kingdom. The charitable company's registered number, charity number and address of the registered office is given in the reference and administration details on page 1 of these financial statements. The members of the company are the trustees named on page 1. In the event of the charity being wound up, the liability in respect of the guarantee is limited to £1 per member of the charity.

2. ACCOUNTING POLICIES

The principle accounting policies adopted, judgements and key sources of estimation uncertainty in the preparation of the financial statements are as follows:

(a) Basis of Accounting

The financial statements have been prepared in accordance with 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) issued on 16 July 2014, the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102), the Companies Act 2006 and UK Generally Accepted Practice.

Oak Hill Community Nursery 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 notes.

The financial statements are presented in sterling (£) which is also the functional currency for the charity.

(b) Preparation of the accounts on a going concern basis

Implications of the Covid-19 pandemic continue however the nursery has remained opened.

At the time of approving these financial statements the Trustees have assessed the financial consequences of the continued Covid-19 uncertainties and are confident that the charities financial resources are sufficient to meet its liabilities for 12 months from authorising these financial statements and the budgeted income and expenditure remains sufficient with the level reserves for the charity to continue as a going concern. The financial statements have therefore been prepared on a going concern basis.

(c) Fund Accounting

Unrestricted funds are available for use at the discretion of the trustees in furtherance of the general objectives of the company.

Designated funds are unrestricted funds earmarked by the trustees for particular purposes.

Restricted funds are subject to restrictions on their expenditure imposed by the donor or through the terms of an appeal.

2. ACCOUNTING POLICIES (continued)

(d) Income

All income is recognised in the Statement of Financial Activities once the Nursery has entitlement to the funds, it is probable that the income will be received and the amount can be measured reliably. Income is deferred when the fees or donations are received in advance of the period in which they relate.

- Donations and other voluntary income is recognised in the Statement of Financial Activities when entitlement arises, the amount can be reliably quantified and the economic benefit to the Nursery is considered probable.
- Incoming resources from charitable activities are received by way of nursery fees, and includes income for childcare vouchers and early learning grants. The income is recognised in the Statement of Financial Activities for the year in which they relate.
- Donated services and facilities are included at the value to the charitable company where this can be quantified. The value of services provided by volunteers has not been included in these accounts.
- Investment income is recognised on an accruals basis.

(e) Expenditure

Expenditure is recognised in the Statement of Financial Activities once there is a legal constructive obligation to make a payment to a third party, it is probable that settlement will be required and the amount of the obligation can be measured reliably.

- Expenditure on charitable activities comprises those costs incurred by the Nursery in the delivery of its activities and services. It includes both costs that can be allocated directly to such activities and those costs of an indirect nature necessary to support them.
- Irrecoverable VAT is charged as a cost against the activity for which the expenditure was incurred.

All costs are allocated between the expenditure categories of the SOFA on a basis designed to reflect the use of the resource. Costs relating to a particular activity are allocated directly, others are apportioned on an appropriate basis.

(f) Allocation of support and governance costs

Support costs are those that assist the work of the charitable company but do not directly represent charitable activities. Support costs include governance costs, premises costs, office and central costs and depreciation. They are incurred directly in support of expenditure on the objects of the charitable company.

Governance costs comprise all costs involving the public accountability of the charitable company and its compliance with regulation and good practice. These costs include costs related to statutory audit, accountancy fees, legal fees and consultancy fees.

Support and Governance costs are allocated to charitable activities in proportion to the direct charitable expenditure on that activity, where the charitable company considers that support costs are incurred as part of the delivery of that activity.

(g) Pensions

The Nursery operates a defined contribution 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.

2. ACCOUNTING POLICIES (continued)

(h) Employee benefits

Short term employee benefits, including holiday entitlement, are recognised as an expense in the period which they are incurred.

(i) Operating leases

Rentals applicable to operating leases, where substantially all of the benefits and risks of ownership remain with the lessor, are charged to the Statement of Financial Activities as incurred.

(j) Tangible fixed assets

Tangible fixed assets are stated at cost less accumulated depreciation. The cost of minor additions or those costing below £100 are not capitalised. Depreciation is provided at rates calculated to write off the cost of each asset over its expected useful life. The rates used are as follows:

Office equipment:	33%
Furniture and fixtures	25%

(k) Debtors

Trade and other debtors are recognised at the settlement amount due. Prepayments are valued at the amount prepaid. Accrued income is measured at the amount due to be received.

(l) Cash at bank and in hand

Cash at bank and cash 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 accounts.

(m) Creditors

Creditors are recognised where the charitable company has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably.

Trade, other creditors and accruals are recognised at their settlement amount due.

Deferred income is where income is received, some or all of which is specifically in relation to future periods, the relevant amount is deferred and credited to the Statement of Financial Activities in the period to which it relates.

(n) Financial instruments

The charitable 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.

(o) Taxation

As a charitable company, the nursery is not liable to taxation on its income or on surpluses on disposal of investments.

2. ACCOUNTING POLICIES (continued)

(p) Judgements and key sources of estimation uncertainty

Accounting estimates and judgements are continually evaluated and are based on historical experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances.

The following judgements (apart from those involving estimates) have been made in the process of applying the above accounting policies that have had the most significant effect on amounts recognised in the financial statements:

Useful economic lives of tangible assets
The annual depreciation charge for tangible assets is sensitive to changes in the estimated useful economic lives and residual values of the assets. The useful economic lives and residual values are re-assessed annually. They are amended when necessary to reflect current estimates, based on technological advancement, future investments, economic utilisation and the physical condition of the assets. See note 12 for the carrying amount of the furniture and fittings and office equipment, and note j for the useful economic lives for each class of assets.

There are no key assumptions concerning the future and other key sources of estimation uncertainty at the reporting date that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next financial year.

3. INCOME FROM CHARITABLE ACTIVITIES

	Unrestricted Funds £	Total 2022 £	Total 2021 £
Fees	504,035	504,035	465,709
LB Nursery Education grant	79,897	79,897	96,956
Donations and fundraising	1,957	1,957	(617)
	585,889	585,889	562,048

In 2021 all of the income was attributable to the unrestricted fund.

4. INVESTMENT INCOME

	Unrestricted Funds £	Total 2022 £	Total 2021 £
Bank interest	83	83	13

In 2021 all of the investment income was attributable to the unrestricted fund.

5. OTHER INCOME

	Unrestricted Funds £	Total 2022 £	Total 2021 £
Other income	4,468	4,468	-
	4,468	4,468	-

In 2021 all of the other income was attributable to the unrestricted fund.

6. CHARITABLE ACTIVITIES

	Unrestricted Funds £	Total 2022 £	Total 2021 £
Advancement of the education of children	594,279	594,279	586,204

In 2021 all of the expenditure was attributable to the unrestricted fund.

7. ANALYSIS OF EXPENDITURE

	Direct Charitable £	Support costs £ (note 8)	Total 2022 £	Total 2021 £
Advancement of the education of children	487,015	107,264	594,279	586,204

In 2021 £509,718 of the expenditure related to direct charitable expenditure, and the remaining £76,486 related to support costs.

8. SUPPORT COSTS

	2022 £	2021 £
Governance costs (note 9)	20,075	9,360
Premises costs	79,601	58,413
Office and central costs	6,093	6,971
Depreciation	1,495	1,742
	107,264	76,486

9. GOVERNANCE COSTS

	2022 £	2021 £
Auditors remuneration		
- Audit fee	7,500	6,600
- Accounting, current year	1,200	1,395
- Other non-audit services	9,039	-
Other governance costs	2,336	1,365
	20,075	9,360

Other governance costs consist of legal fees and consultancy fees.

10. NET INCOME/(EXPENDITURE) FOR THE YEAR

	2022 £	2021 £
This is stated after charging:		
Depreciation	1,495	1,742
Audit fee	7,500	6,600
Operating lease costs	48,000	48,000

11. ANALYSIS OF STAFF COSTS, TRUSTEE REMUNERATION AND EXPENSES AND THE COST OF KEY MANAGEMENT PERSONNEL	2022 £	2021 £
Wages and salaries	410,977	417,290
Social security	18,414	20,336
Defined contribution pension costs	9,711	10,341
Agency staff	10,071	8,125
	449,173	456,182
The average number of full-time equivalent employees:		
Nursery staff	24	26

Employee time has been allocated to direct charitable expenditure.

No employee received emoluments of more than £60,000 (2021: none).

During 2021, no trustees (2021: £nil) were paid or received any other benefits from employment with the charitable company. No trustee or any person connected with them received any expenses during the year (2021: £nil).

The key management of the charitable company comprise the trustees, the nursery manager and the deputy manager. The trustees do not receive any remuneration for this role.

The total employee benefits of the key management personnel of the charitable company were £85,891 (2021: £78,920).

12. TANGIBLE FIXED ASSETS	Furniture and fittings £	Office equipment £	Total £
Cost			
At 1 October 2021	5,532	15,606	21,138
Additions	-	5,943	5,943
Disposals	-	-	-
At 30 September 2022	5,532	21,549	27,081
Depreciation			
At 1 October 2021	5,532	15,137	20,669
Charge for the year	-	1,495	1,495
Disposals	-	-	-
At 30 September 2022	5,532	16,632	22,164
Net Book Value			
At 30 September 2022	**-**	**4,917**	**4,917**
At 30 September 2021	**-**	469	469

13.	**DEBTORS**	**2022**	**2021**
		£	**£**
	Trade debtors	9,395	1,604
	Other debtors	-	149
	Prepayments	12,133	12,114
		21,528	13,867

14.	**CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR**	**2022**	**2021**
		£	**£**
	Trade creditors	3,273	3,231
	Other creditors	29,278	19,235
	Accruals	12,000	7,680
	Deferred income (note 14.1)	10,675	5,220
		55,226	35,366

14.1	**DEFERRED INCOME**	**2022**	**2021**
		£	**£**
	At 1 October 2021	5,220	19,257
	Additional during the year	10,675	5,220
	Amounts released to income	(5,220)	(19,257)
	At 30 September 2022	10,675	5,220

Deferred income in both 2022 and 2021 relates to nursery fees for the following autumn term.

15.	**RECONCILIATION OF NET INCOME TO CASH GENERATED FROM OPERATING ACTIVITIES**	**2022**	**2021**
		£	**£**
	Net income for the year	(3,839)	(24,143)
	Depreciation charges	1,495	1,742
	Interest receivable	(83)	(13)
		(2,427)	(22,414)
	Decrease in trade and other debtors	(7,661)	(8,540)
	(Decrease) in trade and other creditors	19,860	(19,879)
	Cash generated from operating activities	9,772	(50,833)

16.	**ANALYSIS OF NET ASSETS BETWEEN FUNDS**	**2022**	**2021**
		£	**£**
	Tangible fixed assets	4,917	469
	Current assets	345,835	334,262
	Current liabilities	(55,226)	(35,366)
		295,526	299,365

17. MOVEMENT IN FUNDS

	At 1 October 2021	Incoming Resources	Outgoing Resources	Transfer	At 30 September 2022
	£	£	£	£	£
Unrestricted funds:					
General funds	282,365	590,440	(594,279)	-	278,526
Designated funds	17,000	-	-	-	17,000
	299,365	**590,440**	**(594,279)**	**-**	**295,526**

Designated funds
Designated funds form part of Unrestricted Funds and are amounts set aside by the Trustees to meet specific future requirements of the organisation.

In 2019 expenditure of £7,000 spent towards the IT upgrade was allocated against the designated fund leaving a designated fund of £17,000 to meet the remaining IT upgrade costs and costs towards repairing the garden. No expenditure was incurred during 2022 (2021: £nil).

17.A MOVEMENT IN FUNDS – Prior year

	At 1 October 2020	Incoming Resources	Outgoing Resources	Transfer	At 30 September 2021
	£	£	£	£	£
Unrestricted funds:					
General funds	306,508	562,061	(586,204)	-	282,365
Designated funds	17,000	-	-	-	17,000
	323,508	**562,061**	**(586,204)**	**-**	**299,365**

18. PENSION SCHEME

The charitable company operates a defined contribution pension plan for its employees. The amount recognised as an expense in the year was £9,711 (2021: £10,431).

19. LEASE COMMITMENTS

The charitable company sole lease commitment is its tenancy at Oakhill Nursery. Total future minimum lease payments under the operating lease are as follows:

	2022	2021
	£	£
Not later than one year	48,000	48,000
Later than one and not later than five years	72,000	120,000
Later than five years	-	-
	120,000	**168,000**

20. RELATED PARTY TRANSACTIONS

There are no related party transactions during the year (2021: none)

OAK HILL COMMUNITY NURSERY

England & Wales - Charity number 1130993

Accounts

Company No. 05850668
Charity No. 1130993

OAK HILL COMMUNITY NURSERY
(Limited by Guarantee)

TRUSTEES' REPORT AND FINANCIAL STATEMENTS

FOR THE YEAR ENDED 30 SEPTEMBER 2021

OAK HILL COMMUNITY NURSERY

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OAK HILL COMMUNITY NURSERY

REFERENCE AND ADMINISTRATION DETAILS

Status	Company Limited by Guarantee No. 05850668 Registered Charity No. 1130993, registered 6 August 2009 The Company's governing document is its Memorandum and Articles of Association
Secretary and Registered Office:	Denise Stultz 29 Wallbutton Road Brockley London SE4 2NX
Trustees:	Denise Stultz John Fowler Sandra Margolies Gwenlian Evans
Key Management: **Nursery Manager:** **Deputy Manager:**	 Paula Lane Samantha Cordwell
Auditor:	Azets Audit Services Chartered Accountants 2nd Floor Regis House 45 King William Street London EC4R 9AN
Bankers:	National Westminster Bank plc 87 Sidcup High Street Sidcup Kent DA14 6DL

The Trustees present their report and the audited financial statements of the charity for the year ended 30 September 2021. The trustees have adopted the provisions of the Statement of Recommended Practice (SORP) "Accounting and Reporting by Charities" (FRS 102) in preparing the annual report and financial statements of the charity.

Objectives and activities

2021: Another Extraordinary year
Oak Hill continued to be affected by the pandemic Covid 19 however remained open. Weekly updates continue to be circulated to parents to inform parents and carers of the children's weekly activities and any in-house or governmental updates. Once again special thanks are due to Paula and her team for the ongoing leadership and team efforts throughout some very difficult and demanding times.

Charitable purposes and aims
The nursery's primary charitable purpose is the advancement of the education of children aged from birth to five years whose parents/carers live or work locally. This it does by offering appropriate play and learning facilities with fees as low as possible. The aim of low fees is to support families who might not otherwise be able to afford high-quality childcare in order to seek or sustain employment and/or take an active role in community life. A retainer might be introduced should there be a similar lockdown in future.

The nursery is keen to offer the opportunity to parents and others to become involved in the activities of the nursery/day care provision; as it educates, supports and teaches local adults in the provision of care, learning and development for children. To this end the nursery also participates in an apprenticeship scheme.

The nursery offers support and advice to parents holding forums for parents to support them in their child's learning and development. Throughout 2021 a weekly emailed newsletter has been used to share details of the various activities that the children have been able to enjoy. Recruitment and retention were stable.

Approach to fundraising
There are two aspects to fundraising at the nursery. Every year the staff organise a fundraising event, usually a Summer Fair on a Saturday where a range of games for the children are on offer. The event raises funds for the nursery itself, generally with a particular purpose for example renovation of the outdoor play area. It's a popular occasion with participation entirely voluntary. Monitoring and evaluation, forms part of the annual appraisal of the Deputy Manager whose responsibilities include fundraising.

There are occasions when the Nursery feels that an external crisis or major need deserves fundraising and arrangements are made to collect gifts in kind as well as money. Parents are told in advance via weekly updates. These tend to be one off activities with the nursery acting as a convenient hub.

The nursery keeps its fees as low as it can, aware of the financial pressure that childcare can pose so it is careful to ensure that fundraising activities remain truly voluntary. No complaints have been recorded.

The special circumstances of 2021 precluded such a social event as the summer fair.

Objectives and activities - continued

Activities: childcare

The nursery is designed to provide 55 places to local families between the hours of 8.00 am and 6.00 pm Monday to Friday. There are spaces for up to 15 babies from 6 months to 2 years (Snowdrops) and 40 spaces for 2 to 5-year-olds (Sunbells). Children of all abilities are given an equal opportunity to enjoy and learn, with the highest level of childcare.

Places are allocated in line with our Admissions policy either full-time or part-time, for local parents/carers who need flexibility in their childcare arrangements to fit around their working or community life. Spaces are allocated on a first come/first served waiting-list basis to ensure equality and fairness.

Fees are kept low and set in order to support and attract low-income families, who can then sustain or seek employment. The nursery offers funded places to eligible parents; although this does involve additional work for nursery staff, the main bureaucratic burden falls on the parents themselves.

Healthy well-balanced meals are prepared and cooked from our own kitchen. All allergy and special dietary requirements are catered for within feasibility. The Nursery cook continually experiments with new recipes to provide the children with a range of meals on a rotating menu basis. The children have three meals a day, with a healthy snack in between meals.

Activities: education

The nursery implements the Early Years Foundation Stage (EYFS) curriculum alongside spontaneous planning. The staff team provide the children with activities around the children's interests and their learning needs. These are evaluated in order to ascertain the individual child's developmental stage. The nursery operates a key-person system where members of staff work with a small group of children, supporting them to build relationships, feel safe and secure and build a relationship with the parents. Staff make sure that the needs of the child are being met and regularly meet with and report to parents on their child's progress.

In April 2019 the nursery was inspected by Ofsted and once again were assessed as Good in all categories.

Activities: family support

The nursery staff team supports families by facilitating and sign-posting parents to training and support opportunities on aspects of childcare, learning and development. The nursery supports fathers in particular by encouraging them to take a more active role in their children's upbringing. *The manager provides forums to support parents in the care and education for their child. Forums are currently suspended but use is made of email and phone contact.*

Activities: staff and volunteer training

The nursery in conjunction with colleges, universities and training providers, provides a training and development base for local adults, volunteers and students who seek to establish a career in early years care and education, social work or paediatric nursing. These are supported through a mentor arrangement and regular supervisions to develop their skills and learning. The nursery welcomes students for work experience primarily from the 6th form college situated next door yet also from other Lewisham borough schools and colleges.

Objectives and activities - continued

Public benefit
The Trustees of Oak Hill Nursery have complied with the duty in section 17 of the Charities Act 2011 to have due regard to the public benefit guidance published by the Charity Commission.

The Charity's objectives are the advancement of education by offering appropriate play and learning facilities and by offering the opportunity for parents to take responsibility for and to become involved in the nursery.

The Trustees consider that Oak Hill's principal activities and aims, described on page 2-3 of this report (early years care, education, family support and training and development of adults and volunteers in early years practices), are consistent with the Charity's objectives.

The beneficiaries of the Charity are children of families/carers living or working locally.

The Charity charges a fee for its core services, although fees are kept low to benefit local families who would otherwise be unable to afford childcare, to enable them to sustain or seek employment, or maintain active community life. The charges are reasonable and maintain the services at the nursery.

The Early Learning Entitlement allows Oak Hill Nursery to offer provision to those who qualify but this entitlement is only sufficient to cover school hours and terms rather than the nursery's more extensive provision; thus it is important for many parents that the fees are kept as low as possible to enable them to extend their childcare.

The Trustees had wished to adopt a strategy to raise funds for bursary places, to be offered to those families struggling with the greatest levels of poverty. Plans remain on hold while the nursery monitored the level of maintenance and related costs arising from its tenancy agreement with the London Borough of Lewisham.
Given that there is a risk of rising unemployment the Board of Trustees is aware that they may need to address this again in the future.

Achievements and performance

Childcare and education
The Seeds of Empathy programme continues to be of influence in the nursery. The nursery staff have had both in-service and outsourced training on spontaneous planning as a means of enhancing the children's experiences and development and this training is demonstrably influencing practice. Staff also continue to implement the training received on 'Natural Thinkers' which is similar to The Forest School ethos.

Family support
The Nursery Manager and Special Educational Needs and Disability Co-ordinator (SENDCo) have supported a number of families with children with additional and/or special needs in accessing 1-1 support, funding or specialist support.

Staff and volunteer development
Oak Hill places considerable emphasis on staff growth and development with the manager and deputy providing in house training and off-site training with both proving positive. The Nursery takes part in an apprenticeship scheme and actively encourages staff to regularly assess their professional development and practice.
Zoom meetings are used for staff meetings where possible to include part-time workers and online training has been increased to ensure continued professional development.

Financial review

Currently all training for staff has to be paid for and has been economically sourced from different providers to continue to offer the staff members appropriate continued professional development.

Nursery costs, play materials and outings increased as the nursery scaled up the extent of its charitable activities during the year. Premises, office and central costs were static.

Under the lease with Lewisham, for yet another year, maintenance problems have continued to arise too often and requests have been passed around from department to department. The landlord can seek to pass on as far as possible the maximum proportion of maintenance and repair costs. While this is understandable, all too often it has had the effect of increasing the time taken to secure necessary repairs. The system of using only an approved contractor can prove slow and too much nursery staff time has been taken up with progress chasing.

The Charity recorded a deficit of £24,143 (2020: £51,031) during the year, decreasing the unrestricted reserve to £299,365 (2020: £323,508) of which £17,000 has been designated toward future IT upgrades and repairing the garden.

Reserves policy
The Board continues to create adequate reserves to enable the Charity to meet any extraordinary payments and unforeseen expenditure. Free reserves (excluding fixed assets) amounted to £281,896 at the year end. Three years ago the Board agreed that the reserves target of 3 months annual budgeted expenditure should be increased to 6 months to reflect the absence of any capital assets in an organisation such as Oak Hill.

Risk management
The Trustees can confirm that the major risks, to which the Charity is exposed, as identified by Trustees, have been reviewed and systems or procedures have been established to manage those risks. During 2021 three main risks were identified for particular monitoring:

- The increased cost of using agencies to cover vacancies or to find permanent replacement staff.
- The local shortage of trained and experienced staff.
- The time taken to get maintenance works agreed by the landlord.

Arrangements were made to mitigate these risks as follows:

- Monitoring costs and ensuring Lewisham fulfilled its duties as landlord sufficiently promptly.
- Maintaining a sufficient pool of bank staff to cover short term absences.
- Supporting staff undertaking further career development.

However, it must be reported that the year has been characterised by recurring difficulties caused by landlord performance that has been less than satisfactory particularly in relation to maintenance issues.

Future costs
The charity has received the support of Lewisham Council for many years. The level of rent is subject to negotiation with the Council and the Board is actively exploring how the nursery can remain financially viable whilst preserving its charitable aims of maintaining low-cost childcare to low-income families. Oak Hill continues to keep salaries under review, bearing in mind the need for planning towards all staff receiving the Real Living Wage as minimum and maintaining pension contributions. A fees increase in 2021 will fund some staff salary increases in 2022.

Plans for the future

The business plan aims to find new sources of income to help fund the Charity's activities in addition to fee income. The Charity aims to retain its position as a low-cost provider of high quality childcare. Local authority cutbacks continue to create a more volatile financial environment and the Trustees had continued to look at all options. *Should Covid 19 come under control planning for the future will become a priority once again.*

The nursery gained charitable status in 2009. The management and governance systems have been updated reviewing to reflect the changes. The Board's review of the Charity's governance arrangements and financial systems was completed in July 2019 and the revised Articles of Association received Charities Commission approval in 2020.

Plans for the future - continued

The Board will be keeping recruitment to the nursery under constant review. Recruitment has proved problematic for September 2021. However this appears to be industry wide. *There remains uncertainty about the extent to which employment conditions will impact on Oak Hill's parents' post-Covid19 and the situation will be carefully monitored throughout 2021/2022.*

Structure, governance and management

Trustees of the charity
The directors of the charitable company are its trustees for the purposes of charity law. The trustees who have served during the year and since the year end were as follows:

Gwen Evans
John Fowler
Sandra Margolies
Denise Stultz

None of the Trustees had an interest in any contract or transaction during the year under review.

Status
The nursery is constituted as a company limited by guarantee and was granted charitable status on 06 August 2009. The Charity's governing document is contained in its 2020 Articles of Association.

Company membership
Trustees are co-opted or can stand for election at the AGM.

Delegation
The day-to-day management of the nursery is delegated to Paula Lane, the Nursery Manager and the Deputy Manager Samantha Cordwell. The management team work with a close-knit team of 21 permanent staff, and if necessary agency workers. There is a robust system of staff development and support in place led by the manager and deputy. The staff members receive regular supervisions. There are regular staff meetings and the senior team meet once a month for support and development. The Nursery Manager reports regularly to the Trustees and is able to call upon them at short notice in any contingency. The strategic direction and development of the nursery is a matter for the Leadership Team consisting of the Nursery Manager, Deputy Manager and the Trustees as is the level of fees set for service users. Salaries are kept under regular review with the Manager presenting proposals to the Board of Trustees for discussion. *These arrangements have continued using zoom instead of on-site meetings.*

Relationships
The nursery is maintaining its notional relationship with the occupants in the Children's Centre with whom it shares the building. The nursery has built good relationships with local schools, colleges and universities and regularly has students complete their work placements at the nursery. The Children's Centre's main use of the building has been at weekends with little going on during the working week.

Statement of trustees' responsibilities

The trustees (who are also directors of Oak Hill Community Nursery 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 the year. In preparing these financial statements, the trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP 2015 (FRS 102);
- make judgements and estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements;
- prepare the accounts on the going concern basis unless it is inappropriate to presume that the charitable company will continue in operation.

The trustees are responsible for keeping adequate accounting records that disclose with reasonable accuracy at any time the financial position of the charitable company and 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.

In so far as the trustees are aware:

- there is no relevant audit information of which the charitable company's auditor is unaware; and
- the trustees have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditor is aware of that information.

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

Approved by the Board and signed on its behalf:

Gwenlian Evans

Date: 23 June 2022

OAK HILL COMMUNITY NURSERY

INDEPENDENT AUDITOR'S REPORT

TO THE MEMBERS OF OAK HILL COMMUNITY NURSERY

Opinion

We have audited the financial statements of Oak Hill Community Nursery (the 'charitable company') for the year ended 30 September 2021 which comprise of the statement of Financial Activities, the Balance Sheet, the Cash Flow Statement and notes to the financial statements, 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 30 September 2021 and of its incoming resources and application of resources, 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 Auditor's 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 UK, including the FRC's Ethical Standard and the provisions available for small entities, in the circumstances set out in note 2 to the financial statements, 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.

Conclusions relating to going concern

We have nothing to report in respect of the following matters in relation to which the ISAs (UK) require us to report to you where:

- the trustees' use of the going concern basis of accounting in the preparation of the financial statements is not appropriate; or
- the trustees have not disclosed in the financial statements any identified material uncertainties that may cast significant doubt about the charitable company's ability to continue to adopt the going concern basis of accounting for a period of at least twelve months from the date when the financial statements are authorised for issue.

Other information

The trustees are responsible for the other information. The other information comprises the information included in the annual report, other than the financial statements and our auditor's report thereon. 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.

In connection with our audit of the financial statements, 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 audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. 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.

Opinions 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, which includes the directors' report prepared for the purposes of company law, for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the directors' report included within the trustees' report has been prepared in accordance with applicable legal requirements.

INDEPENDENT AUDITOR'S REPORT

TO THE MEMBERS OF OAK HILL COMMUNITY NURSERY

Matters on which we are required to report by exception
In the light of the 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 directors' report included within the trustees' report.

We have nothing to report in respect of the following matters in relation to which the 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.

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.

Auditor's 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 auditor's 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.

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 auditor's report.

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 auditor's 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 the charitable company's members as a body, for our audit work, for this report, or for the opinions we have formed.

Azets Audit Services

John Howard (Senior Statutory Auditor)
For and on behalf of Azets Audit Services
Statutory Auditor, Chartered Accountants
2nd Floor, Regis House
45 King William Street
London
EC4R 9AN

Date: 29 June 2022

OAK HILL COMMUNITY NURSERY

STATEMENT OF FINANCIAL ACTIVITES (Including Income and Expenditure Account)

FOR THE YEAR ENDED 30 SEPTEMBER 2021

	Notes	Unrestricted Funds £	Total Funds 2021 £	Total Funds 2020 £
INCOME				
Charitable activities	3	562,048	562,048	452,479
Investment income	4	13	13	177
Other income	5	-	-	25,616
TOTAL INCOME		**562,061**	**562,061**	**478,272**
EXPENDITURE				
Charitable activities	6	586,204	586,204	529,303
TOTAL EXPENDITURE	7	**586,204**	**586,204**	**529,303**
NET INCOME		**(24,143)**	**(24,143)**	**(51,031)**
RECONCILIATION OF FUNDS				
Total funds brought forward		323,508	323,508	374,539
TOTAL FUNDS CARRIED FORWARD	17	**299,365**	**299,365**	**323,508**

All transactions are derived from continuing activities.

All recognised gains and losses are included in the Statement of Financial Activities.

The notes on pages 13 to 20 form part of the financial statements.

OAK HILL COMMUNITY NURSERY

BALANCE SHEET

FOR THE YEAR ENDED 30 SEPTEMBER 2021

	Notes	2021		2020	
		£	£	£	£
FIXED ASSETS					
Tangible fixed assets	12		469		1,961
CURRENT ASSETS					
Debtors	13	13,867		5,327	
Cash at bank and in hand		320,395		371,465	
		334,262		376,792	
CURRENT LIABILITIES					
Creditors:					
Amounts falling due within one year	14	(35,366)		(55,245)	
NET CURRENT ASSETS			298,896		321,547
NET ASSETS			**299,365**		**323,508**
FUNDS					
Unrestricted funds:					
General fund			282,365		306,508
Designated funds	17		17,000		17,000
			299,365		**323,508**

Approved on behalf of the board on 23/6/22 and signed on their behalf by

Gwenlian Evans

Gwenlian Evans
Trustee

Company No. 05850668

The notes on pages 13 to 20 form part of these financial statements.

OAK HILL COMMUNITY NURSERY

CASH FLOW STATEMENT

FOR THE YEAR ENDED 30 SEPTEMBER 2021

	Notes	Total Funds 2021 £	Total Funds 2020 £
CASH FLOW FROM OPERATING ACTIVITIES			
Cash generated from operating activities	15	(50,833)	(65,010)
NET CASH FLOW FROM OPERATING ACTIVITIES		(50,833)	**(65,010)**
CASH FLOW FROM INVESTING ACTIVITIES			
Payments to acquire tangible fixed assets		(250)	(449)
Interest received		13	177
NET CASH FLOW FROM INVESTING ACTIVITIES		**(237)**	**(272)**
NET (DECREASE)/ INCREASE IN CASH AND CASH EQUIVALENTS		**(51,070)**	**(65,282)**
CASH AND CASH EQUIVALENTS AT BEGINNING OF YEAR		**371,465**	**436,747**
TOTAL FUNDS CARRIED FORWARD		**320,395**	**371,465**
Cash and cash equivalents consists of:			
Cash at bank and in hand		**320,395**	**371,465**

The notes on pages 13 to 20 form part of these financial statements.

1. GENERAL INFORMATION

Oak Hill Community Nursery is a company limited by guarantee in the United Kingdom. The charitable company's registered number, charity number and address of the registered office is given in the reference and administration details on page 1 of these financial statements. The members of the company are the trustees named on page 1. In the event of the charity being wound up, the liability in respect of the guarantee is limited to £1 per member of the charity.

2. ACCOUNTING POLICIES

The principle accounting policies adopted, judgements and key sources of estimation uncertainty in the preparation of the financial statements are as follows:

(a) Basis of Accounting

The financial statements have been prepared in accordance with 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) issued on 16 July 2014, the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102), the Companies Act 2006 and UK Generally Accepted Practice.

Oak Hill Community Nursery 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 notes.

The financial statements are presented in sterling (£) which is also the functional currency for the charity.

(b) Preparation of the accounts on a going concern basis

Implications of the Covid-19 pandemic continue however the nursery has remained opened.

At the time of approving these financial statements the Trustees have assessed the financial consequences of the continued Covid-19 uncertainties and are confident that the charities financial resources are sufficient to meet its liabilities for 12 months from authorising these financial statements and the budgeted income and expenditure remains sufficient with the level reserves for the charity to continue as a going concern. The financial statements have therefore been prepared on a going concern basis.

(c) Fund Accounting

Unrestricted funds are available for use at the discretion of the trustees in furtherance of the general objectives of the company.

Designated funds are unrestricted funds earmarked by the trustees for particular purposes.

Restricted funds are subject to restrictions on their expenditure imposed by the donor or through the terms of an appeal.

2. ACCOUNTING POLICIES (continued)

(d) Income

All income is recognised in the Statement of Financial Activities once the Nursery has entitlement to the funds, it is probable that the income will be received and the amount can be measured reliably. Income is deferred when the fees or donations are received in advance of the period in which they relate.

- Donations and other voluntary income is recognised in the Statement of Financial Activities when entitlement arises, the amount can be reliably quantified and the economic benefit to the Nursery is considered probable.
- Incoming resources from charitable activities are received by way of nursery fees, and includes income for childcare vouchers and early learning grants. The income is recognised in the Statement of Financial Activities for the year in which they relate.
- Donated services and facilities are included at the value to the charitable company where this can be quantified. The value of services provided by volunteers has not been included in these accounts.
- Investment income is recognised on an accruals basis.

(e) Expenditure

Expenditure is recognised in the Statement of Financial Activities once there is a legal constructive obligation to make a payment to a third party, it is probable that settlement will be required and the amount of the obligation can be measured reliably.

- Expenditure on charitable activities comprises those costs incurred by the Nursery in the delivery of its activities and services. It includes both costs that can be allocated directly to such activities and those costs of an indirect nature necessary to support them.
- Irrecoverable VAT is charged as a cost against the activity for which the expenditure was incurred.

All costs are allocated between the expenditure categories of the SOFA on a basis designed to reflect the use of the resource. Costs relating to a particular activity are allocated directly, others are apportioned on an appropriate basis.

(f) Allocation of support and governance costs

Support costs are those that assist the work of the charitable company but do not directly represent charitable activities. Support costs include governance costs, premises costs, office and central costs and depreciation. They are incurred directly in support of expenditure on the objects of the charitable company.

Governance costs comprise all costs involving the public accountability of the charitable company and its compliance with regulation and good practice. These costs include costs related to statutory audit, accountancy fees, legal fees and consultancy fees.

Support and Governance costs are allocated to charitable activities in proportion to the direct charitable expenditure on that activity, where the charitable company considers that support costs are incurred as part of the delivery of that activity.

(g) Pensions

The Nursery operates a defined contribution 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.

2. ACCOUNTING POLICIES (continued)

(h) Employee benefits

Short term employee benefits, including holiday entitlement, are recognised as an expense in the period which they are incurred.

(i) Operating leases

Rentals applicable to operating leases, where substantially all of the benefits and risks of ownership remain with the lessor, are charged to the Statement of Financial Activities as incurred.

(j) Tangible fixed assets

Tangible fixed assets are stated at cost less accumulated depreciation. The cost of minor additions or those costing below £100 are not capitalised. Depreciation is provided at rates calculated to write off the cost of each asset over its expected useful life. The rates used are as follows:

Office equipment:	33%
Furniture and fixtures	25%

(k) Debtors

Trade and other debtors are recognised at the settlement amount due. Prepayments are valued at the amount prepaid. Accrued income is measured at the amount due to be received.

(l) Cash at bank and in hand

Cash at bank and cash 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 accounts.

(m) Creditors

Creditors are recognised where the charitable company has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably.

Trade, other creditors and accruals are recognised at their settlement amount due.

Deferred income is where income is received, some or all of which is specifically in relation to future periods, the relevant amount is deferred and credited to the Statement of Financial Activities in the period to which it relates.

(n) Financial instruments

The charitable 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.

(o) Taxation

As a charitable company, the nursery is not liable to taxation on its income or on surpluses on disposal of investments.

2. ACCOUNTING POLICIES (continued)

(p) Judgements and key sources of estimation uncertainty

Accounting estimates and judgements are continually evaluated and are based on historical experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances.

The following judgements (apart from those involving estimates) have been made in the process of applying the above accounting policies that have had the most significant effect on amounts recognised in the financial statements:

Useful economic lives of tangible assets
The annual depreciation charge for tangible assets is sensitive to changes in the estimated useful economic lives and residual values of the assets. The useful economic lives and residual values are re-assessed annually. They are amended when necessary to reflect current estimates, based on technological advancement, future investments, economic utilisation and the physical condition of the assets. See note 12 for the carrying amount of the furniture and fittings and office equipment, and note j for the useful economic lives for each class of assets.

There are no key assumptions concerning the future and other key sources of estimation uncertainty at the reporting date that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next financial year.

3. INCOME FROM CHARITABLE ACTIVITIES

	Unrestricted Funds £	Total 2021 £	Total 2020 £
Fees	465,709	465,709	338,784
LB Nursery Education grant	96,956	96,956	92,870
Donations and fundraising	(617)	(617)	20,825
	562,048	562,048	452,479

In 2020 all of the income was attributable to the unrestricted fund.

4. INVESTMENT INCOME

	Unrestricted Funds £	Total 2021 £	Total 2020 £
Bank interest	13	13	177

In 2020 all of the investment income was attributable to the unrestricted fund.

5. OTHER INCOME

	Unrestricted Funds £	Total 2021 £	Total 2020 £
Job retention scheme	-	-	25,616
Other income	-	-	-
	-	-	25,616

In 2020 all of the other income was attributable to the unrestricted fund.

6. CHARITABLE ACTIVITES

	Unrestricted Funds £	Total 2021 £	Total 2020 £
Advancement of the education of children	586,204	586,204	529,303

In 2020 all of the expenditure was attributable to the unrestricted fund.

7. ANALYSIS OF EXPENDITURE

	Direct Charitable £	Support costs £ (note 8)	Total 2021 £	Total 2020 £
Advancement of the education of children	509,718	76,486	586,204	529,303

In 2020 £458,941 of the expenditure related to direct charitable expenditure, and the remaining £70,362 related to support costs.

8. SUPPORT COSTS

	2021 £	2020 £
Governance costs (note 9)	9,360	9,917
Premises costs	58,413	53,261
Office and central costs	6,971	5,336
Depreciation	1,742	1,848
	76,486	70,362

9. GOVERNANCE COSTS

	2021 £	2020 £
Auditors remuneration		
- Audit fee	6,600	6,240
- Accounting, current year	1,395	1,020
Other accountancy costs	-	667
Other governance costs	1,365	1,810
	9,360	9,917

Other governance costs consist of legal fees and consultancy fees.

10. NET INCOME/(EXPENDITURE) FOR THE YEAR

	2021 £	2020 £
This is stated after charging:		
Depreciation	1,742	1,848
Audit fee	6,600	6,420
Operating lease costs	48,000	48,000

11. ANALYSIS OF STAFF COSTS, TRUSTEE REMUNERATION AND EXPENSES AND THE COST OF KEY MANAGEMENT PERSONNEL

	2021 £	2020 £
Wages and salaries	417,290	376,501
Social security	20,336	23,907
Defined contribution pension costs	10,431	9,139
Agency staff	8,125	7,393
	456,182	416,940
The average number of full-time equivalent employees:		
Nursery staff	26	24

Employee time has been allocated to direct charitable expenditure.

No employee received emoluments of more than £60,000 (2020: none).

During 2021, no trustees (2020: £nil) were paid or received any other benefits from employment with the charitable company. No trustee or any person connected with them received any expenses during the year (2020: £nil).

The key management of the charitable company comprise the trustees, the nursery manager and the deputy manager. The trustees do not receive any remuneration for this role.

The total employee benefits of the key management personnel of the charitable company were £78,920 (2020: £87,997).

12. TANGIBLE FIXED ASSETS

	Furniture and fittings £	Office equipment £	Total £
Cost			
At 1 October 2020	5,532	15,397	20,929
Additions	-	250	250
Disposals	-	(41)	(41)
At 30 September 2021	5,532	15,606	21,138
Depreciation			
At 1 October 2020	5,532	13,436	18,968
Charge for the year	-	1,742	1,742
Disposals	-	(41)	(41)
At 30 September 2021	5,532	15,137	20,669
Net Book Value			
At 30 September 2021	**-**	**469**	**469**
At 30 September 2020	-	1,961	1,961

13. DEBTORS

	2021 £	2020 £
Trade debtors	1,604	2,213
Other debtors	149	2,661
Prepayments	12,114	453
	13,867	5,327

14. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2021 £	2020 £
Trade creditors	3,231	166
Other creditors	19,235	12,534
Accruals	7,680	23,288
Deferred income (note 14.1)	5,220	19,257
	35,366	55,245

14.1 DEFERRED INCOME

	2021 £	2020 £
At 1 October 2020	19,257	-
Additional during the year	5,220	19,257
Amounts released to income	(19,257)	-
At 30 September 2021	5,220	19,257

Deferred income in both 2021 and 2020 relates to nursery fees for the autumn term.

15. RECONCILIATION OF NET INCOME TO CASH GENERATED FROM OPERATING ACTIVITES

	2021 £	2020 £
Net income for the year	(24,143)	(51,031)
Depreciation charges	1,742	1,848
Interest receivable	(13)	(177)
	(22,414)	(49,360)
Decrease in trade and other debtors	(8,540)	1,581
(Decrease) in trade and other creditors	(19,879)	(17,231)
Cash generated from operating activities	(50,833)	(65,010)

16. ANALYSIS OF NET ASSETS BETWEEN FUNDS

	2021 £	2020 £
Tangible fixed assets	469	1,961
Current assets	334,262	376,792
Current liabilities	(35,366)	(55,245)
	299,365	323,508

17. MOVEMENT IN FUNDS

	At 1 October 2020	Incoming Resources	Outgoing Resources	Transfer	At 30 September 2021
	£	£	£	£	£
Unrestricted funds:					
General funds	306,508	562,061	(586,204)	-	282,365
Designated funds	17,000	-	-	-	17,000
	323,508	**562,061**	**(586,204)**	**-**	**299,365**

Designated funds
Designated funds form part of Unrestricted Funds and are amounts set aside by the Trustees to meet specific future requirements of the organisation.

In 2019 expenditure of £7,000 spent towards the IT upgrade was allocated against the designated fund leaving a designated fund of £17,000 to meet the remaining IT upgrade costs and costs towards repairing the garden. No expenditure was incurred during 2021 (2020: £nil).

17.A MOVEMENT IN FUNDS – Prior year

	At 1 October 2019	Incoming Resources	Outgoing Resources	Transfer	At 30 September 2020
	£	£	£	£	£
Unrestricted funds:					
General funds	357,539	478,272	(529,303)	-	306,508
Designated funds	17,000	-	-	-	17,000
	374,539	**478,272**	**(529,303)**	**-**	**323,508**

18. PENSION SCHEME

The charitable company operates a defined contribution pension plan for its employees. The amount recognised as an expense in the year was £10,431 (2020: £9,139).

19. LEASE COMMITMENTS

The charitable company sole lease commitment is its tenancy at Oakhill Nursery. Total future minimum lease payments under the operating lease are as follows:

	2021	2020
	£	£
Not later than one year	48,000	48,000
Later than one and not later than five years	120,000	168,000
Later than five years	-	-
	168,000	**216,000**

20. RELATED PARTY TRANSACTIONS

There are no related party transactions during the year (2020: none)

OAK HILL COMMUNITY NURSERY

England & Wales - Charity number 1130993

Accounts

Company No. 05850668
Charity No. 1130993

OAK HILL COMMUNITY NURSERY
(Limited by Guarantee)

TRUSTEES' REPORT AND FINANCIAL STATEMENTS

FOR THE YEAR ENDED 30 SEPTEMBER 2020

OAK HILL COMMUNITY NURSERY

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OAK HILL COMMUNITY NURSERY

REFERENCE AND ADMINISTRATION DETAILS

Status	Company Limited by Guarantee No. 05850668 Registered Charity No. 1130993, registered 6 August 2009 The Company's governing document is its Memorandum and Articles of Association
Secretary and Registered Office:	Denise Stultz 29 Wallbutton Road Brockley London SE4 2NX
Trustees:	Denise Stultz John Fowler Sandra Margolies Gwenlian Evans
Key Management:	
Nursery Manager:	Paula Lane
Deputy Manager:	Marsha Newton (resigned 13/03/2020) Sam Cordwell
Auditor:	Azets Audit Services Chartered Accountants 2nd Floor Regis House 45 King William Street London EC4R 9AN
Bankers:	National Westminster Bank plc 87 Sidcup High Street Sidcup Kent DA14 6DL

The Trustees present their report and the audited financial statements of the charity for the year ended 30 September 2020. The trustees have adopted the provisions of the Statement of Recommended Practice (SORP) "Accounting and Reporting by Charities" (FRS 102) in preparing the annual report and financial statements of the charity.

Objectives and activities

2020: an extraordinary year
For nearly half of 2020 Oak Hill was massively affected by the consequences of the pandemic Covid 19. The Nursery was able to remain open for a small number of the children of critical key workers while needing to furlough staff. This inevitably entailed some disruption to the usual day to day operations. Weekly updates were circulated to parents to ensure that contact was maintained as far as possible for those that were unable to attend. During the closure of the nursery to non-key worker children it was deemed by the management team to be unreasonable to continue to charge fees for those that had to stay at home. So it was agreed that the loss would be carried from reserves. We were grateful to the borough for making available a grant which alleviated some of the loss. Special thanks are due to Paula and her team who throughout some very difficult and demanding months consistently succeeded in maintaining a remarkable degree of normality providing valued provision for many children and their parents.

In the rest of this section points which apply to the lockdown periods are identified by the use of italics.

Charitable purposes and aims
The nursery's primary charitable purpose is the advancement of the education of children aged from birth to five years whose parents/carers live or work locally. This it does by offering appropriate play and learning facilities with fees as low as possible. The aim of low fees is to support families who might not otherwise be able to afford high-quality childcare in order to seek or sustain employment and/or take an active role in community life. *For the initial lockdown therefore no fees were charged for those at home however the board did discuss whether a retainer might be introduced should there be a similar lockdown in future.*

The nursery is keen to offer the opportunity to parents and others to become involved in the activities of the nursery/day care provision; as it educates, supports and teaches local adults in the provision of care, learning and development for children. To this end the nursery also participates in an apprenticeship scheme.

The nursery offers support and advice to parents holding forums for parents to support them in their child's learning and development. Throughout 2020 a weekly emailed newsletter has been used to share details of the various activities that the children have been able to enjoy.

Approach to fundraising
There are two aspects to fundraising at the nursery. Every year the staff organise a fundraising event, usually a Summer Fair on a Saturday where a range of games for the children are on offer. The event raises funds for the nursery itself, generally with a particular purpose for example renovation of the outdoor play area. It's a popular occasion with participation entirely voluntary. Monitoring and evaluation, forms part of the annual appraisal of the Deputy Manager whose responsibilities include fundraising.

There are occasions when the Nursery feels that an external crisis or major need deserves fundraising and arrangements are made to collect gifts in kind as well as money. Parents are told in advance via weekly updates. These tend to be one off activities with the nursery acting as a convenient hub.

The nursery keeps its fees as low as it can, aware of the financial pressure that childcare can pose so it is careful to ensure that fundraising activities remain truly voluntary. No complaints have been recorded.

The special circumstances of 2020 precluded such a social event as the summer fair.

Objectives and activities - continued

Activities: childcare
The nursery is designed to provide 55 places to local families between the hours of 8.00 am and 6.00 pm Monday to Friday. There are spaces for up to 15 babies from 6 months to 2 years (Snowdrops) and 40 spaces for 2 to 5-year-olds (Sunbells). Children of all abilities are given an equal opportunity to enjoy and learn, with the highest level of childcare.

Places are allocated in line with our Admissions policy either full-time or part-time, for local parents/carers who need flexibility in their childcare arrangements to fit around their working or community life. Spaces are allocated on a first come/first served waiting-list basis to ensure equality and fairness.

Fees are kept low and set in order to support and attract low-income families, who can then sustain or seek employment. The nursery offers funded places to eligible parents; although this does involve additional work for nursery staff, the main bureaucratic burden falls on the parents themselves.

It is good to be able to record that once it became possible for the nursery to welcome all the children back all but a couple returned and were reunited with their friends.

Healthy well-balanced meals are prepared and cooked from our own kitchen. All allergy and special dietary requirements are catered for within feasibility. The Nursery cook continually experiments with new recipes to provide the children with a range of meals on a rotating menu basis. The children have three meals a day, with a healthy snack in between meals.

Activities: education
The nursery implements the Early Years Foundation Stage (EYFS) curriculum alongside spontaneous planning. The staff team provide the children with activities around the children's interests and their learning needs. These are evaluated in order to ascertain the individual child's developmental stage. The nursery operates a key-person system where members of staff work with a small group of children, supporting them to build relationships, feel safe and secure and build a relationship with the parents. Staff make sure that the needs of the child are being met and regularly meet with and report to parents on their child's progress.

In April 2019 the nursery was inspected by Ofsted and once again were assessed as Good in all categories.

Activities: family support
The nursery staff team supports families by facilitating and sign-posting parents to training and support opportunities on aspects of childcare, learning and development. The nursery supports fathers in particular by encouraging them to take a more active role in their children's upbringing. *The manager provides forums to support parents in the care and education for their child. Forums are currently suspended but use is made of email and phone contact.*

Activities: staff and volunteer training
The nursery in conjunction with colleges, universities and training providers, provides a training and development base for local adults, volunteers and students who seek to establish a career in early years care and education, social work or paediatric nursing. These are supported through a mentor arrangement and regular supervisions to develop their skills and learning. The nursery welcomes students for work experience primarily from the 6th form college situated next door yet also from other Lewisham borough schools and colleges.
During lockdowns all of the above has been suspended.

Public benefit
The Trustees of Oak Hill Nursery have complied with the duty in section 17 of the Charities Act 2011 to have due regard to the public benefit guidance published by the Charity Commission.

The Charity's objectives are the advancement of education by offering appropriate play and learning facilities and by offering the opportunity for parents to take responsibility for and to become involved in the nursery.

The Trustees consider that Oak Hill's principal activities and aims, described on page 2-3 of this report (early years care, education, family support and training and development of adults and volunteers in early years practices), are consistent with the Charity's objectives.

The beneficiaries of the Charity are children of families/carers living or working locally.

The Charity charges a fee for its core services, although fees are kept low to benefit local families who would otherwise be unable to afford childcare, to enable them to sustain or seek employment, or maintain active community life. The charges are reasonable and maintain the services at the nursery.

The Early Learning Entitlement allows Oak Hill Nursery to offer provision to those who qualify but this entitlement is only sufficient to cover school hours and terms rather than the nursery's more extensive provision; thus it is important for many parents that the fees are kept as low as possible to enable them to extend their childcare.

The Trustees had wished to adopt a strategy to raise funds for bursary places, to be offered to those families struggling with the greatest levels of poverty. Plans remain on hold while the nursery monitored the level of maintenance and related costs arising from its tenancy agreement with the London Borough of Lewisham.
Given that there is a risk of rising unemployment the Board of Trustees is aware that they may need to address this again in the future.

Achievements and performance

Childcare and education
The Seeds of Empathy programme continues to be of influence in the nursery. The nursery staff have had both in-service and outsourced training on spontaneous planning as a means of enhancing the children's experiences and development and this training is demonstrably influencing practice. Staff also continue to implement the training received on 'Natural Thinkers' which is similar to The Forest School ethos.

Family support
The Nursery Manager and Special Educational Needs and Disability Co-ordinator (SENDCo) have supported a number of families with children with additional and/or special needs in accessing 1-1 support, funding or specialist support.

Staff and volunteer development
Oak Hill places considerable emphasis on staff growth and development with the manager and deputy providing in house training and off-site training with both proving positive. The Nursery takes part in an apprenticeship scheme and actively encourages staff to regularly assess their professional development and practice.
Zoom meetings are used for staff meetings where possible to include part-time workers and online training has been increased to ensure continued professional development.

Financial review

Currently all training for staff has to be paid for and has been economically sourced from different providers to continue to offer the staff members appropriate continued professional development.

Nursery costs, play materials and outings increased as the nursery scaled up the extent of its charitable activities during the year. Premises, office and central costs were static.

Under the lease with Lewisham, for yet another year, maintenance problems have continued to arise too often and requests have been passed around from department to department. The landlord can seek to pass on as far as possible the maximum proportion of maintenance and repair costs. While this is understandable, all too often it has had the effect of increasing the time taken to secure necessary repairs. The system of using only an approved contractor can prove slow and too much nursery staff time has been taken up with progress chasing.

The Charity recorded a deficit of £51,031 (2019: £53,168 surplus) during the year, decreasing the unrestricted reserve to £323,508 (2019: £374,539) of which £17,000 has been designated toward future IT upgrades and repairing the garden.

Reserves policy
The Board continues to create adequate reserves to enable the Charity to meet any extraordinary payments and unforeseen expenditure. Free reserves (excluding fixed assets) amounted to £304,547 at the year end. Three years ago the Board agreed that the reserves target of 3 months annual budgeted expenditure should be increased to 6 months to reflect the absence of any capital assets in an organisation such as Oak Hill.

Risk management
The Trustees can confirm that the major risks, to which the Charity is exposed, as identified by Trustees, have been reviewed and systems or procedures have been established to manage those risks. During 2020 three main risks were identified for particular monitoring:

- The increased cost of using agencies to cover vacancies or to find permanent replacement staff.
- The local shortage of trained and experienced staff.
- The time taken to get maintenance works agreed by the landlord.

Arrangements were made to mitigate these risks as follows:

- Monitoring costs and ensuring Lewisham fulfilled its duties as landlord sufficiently promptly.
- Maintaining a sufficient pool of bank staff to cover short term absences.
- Supporting staff undertaking further career development.

However, it must be reported that the year has been characterised by recurring difficulties caused by landlord performance that has been less than satisfactory particularly in relation to security and heating problems. *Following help from the Cabinet member, the replacement of the boiler was finally agreed, costs being apportioned appropriately.*

Future costs
The charity has received the support of Lewisham Council for many years. The level of rent is subject to negotiation with the Council and the Board is actively exploring how the nursery can remain financially viable whilst preserving its charitable aims of maintaining low-cost childcare to low-income families. Oak Hill continues to keep salaries under review, bearing in mind the need for planning towards all staff receiving the London Living Wage as minimum and maintaining pension contributions. A fees increase in 2020 will fund some staff salary increases in 2021.

Plans for the future

The business plan aims to find new sources of income to help fund the Charity's activities in addition to fee income. The Charity aims to retain its position as a low-cost provider of high quality childcare. Local authority cutbacks continue to create a more volatile financial environment and the Trustees had continued to look at all options. *Should Covid 19 come under control in 2021 planning for the future will become a priority once again.*

The nursery gained charitable status in 2009. The management and governance systems have needed updating and reviewing to reflect the changes. The Board's review of the Charity's governance arrangements and financial systems was completed in July 2019 and the revised Articles of Association received Charities Commission approval in 2020.

The Board will be keeping recruitment to the nursery under constant review. Recruitment was healthy for September 2020. *There remains uncertainty about the extent to which redundancies will impact on Oak Hill's parents' post-Covid19 and the situation will be carefully monitored throughout 2021.*

Structure, governance and management

Trustees of the charity
The directors of the charitable company are its trustees for the purposes of charity law. The trustees who have served during the year and since the year end were as follows:

Gwen Evans
John Fowler
Sandra Margolies
Denise Stultz

None of the Trustees had an interest in any contract or transaction during the year under review.

Status
The nursery is constituted as a company limited by guarantee and was granted charitable status on 06 August 2009. The Charity's governing document is contained in its 2020 Articles of Association.

Company membership
Trustees are co-opted or can stand for election at the AGM.

Delegation
The day-to-day management of the nursery is delegated to Paula Lane, the nursery manager, Marsha Newton, the deputy manager until March 2020 and Samantha Cordwell for the remainder of 2020. The management team work with a close-knit team of 24 permanent staff, and if necessary agency workers. There is a robust system of staff development and support in place managed by the manager and deputy. The staff members receive one-to-one supervisions every other month. There are monthly staff meetings and the senior team meet once a month for support and development. The Nursery Manager reports regularly to the Trustees and is able to call upon them at short notice in any contingency. The strategic direction and development of the nursery is a matter for the Trustees and the nursery manager, as is the level of fees set for service users. Salaries are kept under regular review with the Manager presenting proposals to the Board of Trustees for discussion. *These arrangements have continued using zoom instead of on-site meetings.*

Relationships
The nursery is maintaining its notional relationship with the occupants in the Children's Centre with whom it shares the building. The nursery has built good relationships with local schools, colleges and universities and regularly has students complete their work placements at the nursery. The Children's Centre's main use of the building has been at weekends with little going on during the working week.

Statement of trustees' responsibilities

The trustees (who are also directors of Oak Hill Community Nursery 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 the year. In preparing these financial statements, the trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP 2015 (FRS 102);
- make judgements and estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements;
- prepare the accounts on the going concern basis unless it is inappropriate to presume that the charitable company will continue in operation.

The trustees are responsible for keeping adequate accounting records that disclose with reasonable accuracy at any time the financial position of the charitable company and 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.

In so far as the trustees are aware:

- there is no relevant audit information of which the charitable company's auditor is unaware; and
- the trustees have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditor is aware of that information.

Auditors
On the 7 September 2020 Group Audit Services trading as Wilkins Kennedy Audit Services changed its name to Azets Audit Services Limited. The name they practise under is Azets Audit Services and accordingly they have signed their report in their new name.

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

Approved by the Board and signed on its behalf:

Gwenlian Evans

Date: 4 March 2021

OAK HILL COMMUNITY NURSERY

INDEPENDENT AUDITOR'S REPORT

TO THE MEMBERS OF OAK HILL COMMUNITY NURSERY

Opinion
We have audited the financial statements of Oak Hill Community Nursery (the 'charitable company') for the year ended 30 September 2020 which comprise of the statement of Financial Activities, the Balance Sheet, the Cash Flow Statement and notes to the financial statements, 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 30 September 2020 and of its incoming resources and application of resources, 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 Auditor's 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 UK, including the FRC's Ethical Standard and the provisions available for small entities, in the circumstances set out in note 2 to the financial statements, 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.

Conclusions relating to going concern
We have nothing to report in respect of the following matters in relation to which the ISAs (UK) require us to report to you where:

- the trustees' use of the going concern basis of accounting in the preparation of the financial statements is not appropriate; or
- the trustees have not disclosed in the financial statements any identified material uncertainties that may cast significant doubt about the charitable company's ability to continue to adopt the going concern basis of accounting for a period of at least twelve months from the date when the financial statements are authorised for issue.

Other information
The trustees are responsible for the other information. The other information comprises the information included in the annual report, other than the financial statements and our auditor's report thereon. 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.

In connection with our audit of the financial statements, 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 audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. 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.

Opinions 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, which includes the directors' report prepared for the purposes of company law, for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the directors' report included within the trustees' report has been prepared in accordance with applicable legal requirements.

INDEPENDENT AUDITOR'S REPORT

TO THE MEMBERS OF OAK HILL COMMUNITY NURSERY

Matters on which we are required to report by exception
In the light of the 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 directors' report included within the trustees' report.

We have nothing to report in respect of the following matters in relation to which the 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.

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.

Auditor's 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 auditor's 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.

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 auditor's report.

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 auditor's 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 the charitable company's members as a body, for our audit work, for this report, or for the opinions we have formed.

Azets Audit Services

John Howard (Senior Statutory Auditor)
For and on behalf of Azets Audit Services
Statutory Auditor, Chartered Accountants
2nd Floor, Regis House
45 King William Street
London
EC4R 9AN

Date: 4 March 2021

OAK HILL COMMUNITY NURSERY

STATEMENT OF FINANCIAL ACTIVITES (Including Income and Expenditure Account)

FOR THE YEAR ENDED 30 SEPTEMBER 2020

	Notes	Unrestricted Funds £	Total Funds 2020 £	Total Funds 2019 £
INCOME				
Charitable activities	3	452,479	452,479	608,808
Investment income	4	177	177	260
Other income	5	25,616	25,616	3,253
TOTAL INCOME		**478,272**	**478,272**	**612,321**
EXPENDITURE				
Charitable activities	6	529,303	529,303	559,153
TOTAL EXPENDITURE	7	**529,303**	**529,303**	**559,153**
NET INCOME		**(51,031)**	**(51,031)**	**53,168**
RECONCILIATION OF FUNDS				
Total funds brought forward		374,539	374,539	**321,371**
TOTAL FUNDS CARRIED FORWARD	17	**323,508**	**323,508**	**374,539**

All transactions are derived from continuing activities.

All recognised gains and losses are included in the Statement of Financial Activities.

The notes on pages 13 to 20 form part of the financial statements.

OAK HILL COMMUNITY NURSERY

BALANCE SHEET

FOR THE YEAR ENDED 30 SEPTEMBER 2020

	Notes	2020		2019	
		£	£	£	£
FIXED ASSETS					
Tangible fixed assets	**12**		1,961		3,360
CURRENT ASSETS					
Debtors	**13**	5,327		6,908	
Cash at bank and in hand		371,465		436,747	
		376,792		443,655	
CURRENT LIABILITIES					
Creditors:					
Amounts falling due within one year	**14**	(55,245)		(72,476)	
NET CURRENT ASSETS			321,547		371,179
NET ASSETS			**323,508**		**374,539**
FUNDS					
Unrestricted funds:					
General fund			306,508		357,539
Designated funds	**17**		17,000		17,000
			323,508		**374,539**

Approved on behalf of the board on 4 March 2021 and signed on their behalf by

Gwenlian Evans
Trustee

Company No. 05850668

The notes on pages 13 to 20 form part of these financial statements.

OAK HILL COMMUNITY NURSERY

CASH FLOW STATEMENT

FOR THE YEAR ENDED 30 SEPTEMBER 2020

	Notes	Total Funds 2020 £	Total Funds 2019 £
CASH FLOW FROM OPERATING ACTIVITIES			
Cash generated from operating activities	15	(65,010)	31,554
NET CASH FLOW FROM OPERATING ACTIVITIES		**(65,010)**	**31,554**
CASH FLOW FROM INVESTING ACTIVITIES			
Payments to acquire tangible fixed assets		(449)	(4,262)
Interest received		177	260
NET CASH FLOW FROM INVESTING ACTIVITIES		**(272)**	**(4,002)**
NET (DECREASE)/ INCREASE IN CASH AND CASH EQUIVALENTS		**(65,282)**	**27,552**
CASH AND CASH EQUIVALENTS AT BEGINNING OF YEAR		**436,747**	**409,195**
TOTAL FUNDS CARRIED FORWARD		**371,465**	**436,747**
Cash and cash equivalents consists of:			
Cash at bank and in hand		**371,465**	**436,747**

The notes on pages 13 to 20 form part of these financial statements.

1. GENERAL INFORMATION

Oak Hill Community Nursery is a company limited by guarantee in the United Kingdom. The charitable company's registered number, charity number and address of the registered office is given in the reference and administration details on page 1 of these financial statements. The members of the company are the trustees named on page 1. In the event of the charity being wound up, the liability in respect of the guarantee is limited to £1 per member of the charity.

2. ACCOUNTING POLICIES

The principle accounting policies adopted, judgements and key sources of estimation uncertainty in the preparation of the financial statements are as follows:

(a) Basis of Accounting

The financial statements have been prepared in accordance with 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) issued on 16 July 2014, the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102), the Companies Act 2006 and UK Generally Accepted Practice.

Oak Hill Community Nursery 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 notes.

The financial statements are presented in sterling (£) which is also the functional currency for the charity.

(b) Preparation of the accounts on a going concern basis

The implications of the first lockdown during 2020 when the Covid-19 pandemic hit the UK resulted in the nursery closing to all but a small number of the children of critical key workers. This resulted in a loss of income from March until the nursery re-opened in June 2020. Once re-opened many of the children returned and full fees were being charged again. Whilst the UK has seen another two additional lockdowns since the year end the nursery has remained opened and whilst opening hours have been reduced, resulting in a reduction of fee income costs are being monitored in line with this.

At the time of approving these financial statements the Trustees have assessed the financial consequences of Covid-19 and are confident that the charities financial resources are sufficient to the meet its liabilities for 12 months from authorising these financial statements and the budgeted income and expenditure remains sufficient with the level reserves for the charity to continue as a going concern. The financial statements have therefore been prepared on a going concern basis.

(c) Fund Accounting

Unrestricted funds are available for use at the discretion of the trustees in furtherance of the general objectives of the company.

Designated funds are unrestricted funds earmarked by the trustees for particular purposes.

Restricted funds are subject to restrictions on their expenditure imposed by the donor or through the terms of an appeal.

2. ACCOUNTING POLICIES (continued)

(d) Income

All income is recognised in the Statement of Financial Activities once the Nursery has entitlement to the funds, it is probable that the income will be received and the amount can be measured reliably. Income is deferred when the fees or donations are received in advance of the period in which they relate.

- Donations and other voluntary income is recognised in the Statement of Financial Activities when entitlement arises, the amount can be reliably quantified and the economic benefit to the Nursery is considered probable.
- Incoming resources from charitable activities are received by way of nursery fees, and includes income for childcare vouchers and early learning grants. The income is recognised in the Statement of Financial Activities for the year in which they relate.
- Donated services and facilities are included at the value to the charitable company where this can be quantified. The value of services provided by volunteers has not been included in these accounts.
- Investment income is recognised on an accruals basis.

(e) Expenditure

Expenditure is recognised in the Statement of Financial Activities once there is a legal constructive obligation to make a payment to a third party, it is probable that settlement will be required and the amount of the obligation can be measured reliably.

- Expenditure on charitable activities comprises those costs incurred by the Nursery in the delivery of its activities and services. It includes both costs that can be allocated directly to such activities and those costs of an indirect nature necessary to support them.
- Irrecoverable VAT is charged as a cost against the activity for which the expenditure was incurred.

All costs are allocated between the expenditure categories of the SOFA on a basis designed to reflect the use of the resource. Costs relating to a particular activity are allocated directly, others are apportioned on an appropriate basis.

(f) Allocation of support and governance costs

Support costs are those that assist the work of the charitable company but do not directly represent charitable activities. Support costs include governance costs, premises costs, office and central costs and depreciation. They are incurred directly in support of expenditure on the objects of the charitable company.

Governance costs comprise all costs involving the public accountability of the charitable company and its compliance with regulation and good practice. These costs include costs related to statutory audit, accountancy fees, legal fees and consultancy fees.

Support and Governance costs are allocated to charitable activities in proportion to the direct charitable expenditure on that activity, where the charitable company considers that support costs are incurred as part of the delivery of that activity.

(g) Pensions

The Nursery operates a defined contribution 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.

2. ACCOUNTING POLICIES (continued)

(h) Employee benefits

Short term employee benefits, including holiday entitlement, are recognised as an expense in the period which they are incurred.

(i) Operating leases

Rentals applicable to operating leases, where substantially all of the benefits and risks of ownership remain with the lessor, are charged to the Statement of Financial Activities as incurred.

(j) Tangible fixed assets

Tangible fixed assets are stated at cost less accumulated depreciation. The cost of minor additions or those costing below £100 are not capitalised. Depreciation is provided at rates calculated to write off the cost of each asset over its expected useful life. The rates used are as follows:

Office equipment:	33%
Furniture and fixtures	25%

(k) Debtors

Trade and other debtors are recognised at the settlement amount due. Prepayments are valued at the amount prepaid. Accrued income is measured at the amount due to be received.

(l) Cash at bank and in hand

Cash at bank and cash 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 accounts.

(m) Creditors

Creditors are recognised where the charitable company has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably.

Trade, other creditors and accruals are recognised at their settlement amount due.

Deferred income is where income is received, some or all of which is specifically in relation to future periods, the relevant amount is deferred and credited to the Statement of Financial Activities in the period to which it relates.

(n) Financial instruments

The charitable 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.

(o) Taxation

As a charitable company, the nursery is not liable to taxation on its income or on surpluses on disposal of investments.

2. ACCOUNTING POLICIES (continued)

(p) Judgements and key sources of estimation uncertainty

Accounting estimates and judgements are continually evaluated and are based on historical experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances.

The following judgements (apart from those involving estimates) have been made in the process of applying the above accounting policies that have had the most significant effect on amounts recognised in the financial statements:

Useful economic lives of tangible assets
The annual depreciation charge for tangible assets is sensitive to changes in the estimated useful economic lives and residual values of the assets. The useful economic lives and residual values are re-assessed annually. They are amended when necessary to reflect current estimates, based on technological advancement, future investments, economic utilisation and the physical condition of the assets. See note 12 for the carrying amount of the furniture and fittings and office equipment, and note j for the useful economic lives for each class of assets.

There are no key assumptions concerning the future and other key sources of estimation uncertainty at the reporting date that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next financial year.

3. INCOME FROM CHARITABLE ACTIVITIES

	Unrestricted Funds £	Total 2020 £	Total 2019 £
Fees	338,784	338,784	483,958
LB Nursery Education grant	92,870	92,870	123,642
Donations and fundraising	20,825	20,825	1,208
	452,479	452,479	608,808

In 2019 all of the income was attributable to the unrestricted fund.

4. INVESTMENT INCOME

	Unrestricted Funds £	Total 2020 £	Total 2019 £
Bank interest	177	177	260

In 2019 all of the investment income was attributable to the unrestricted fund.

5. OTHER INCOME

	Unrestricted Funds £	Total 2020 £	Total 2019 £
Job retention scheme	25,616	25,616	-
Other income	-	-	3,253
	25,616	25,616	3,253

In 2019 all of the other income was attributable to the unrestricted fund.

6. CHARITABLE ACTIVITES

	Unrestricted Funds £	Total 2020 £	Total 2019 £
Advancement of the education of children	529,303	529,303	559,153

In 2019 all of the expenditure was attributable to the unrestricted fund.

7. ANALYSIS OF EXPENDITURE

	Direct Charitable £	Support costs £ (note 8)	Total 2020 £	Total 2019 £
Advancement of the education of children	458,941	70,362	529,303	559,153

In 2019 £472,279 of the expenditure related to direct charitable expenditure, and the remaining £86,874 related to support costs.

8. SUPPORT COSTS

	2020 £	2019 £
Governance costs (note 9)	9,917	14,323
Premises costs	53,261	56,447
Office and central costs	5,336	14,180
Depreciation	1,848	1,924
	70,362	86,874

9. GOVERNANCE COSTS

	2020 £	2020 £
Auditors remuneration		
- Audit fee	6,420	6,240
- Accounting, current year	1,020	1,020
Other accountancy costs	667	612
Other governance costs	1,810	6,451
	9,917	14,323

Other governance costs consist of legal fees and consultancy fees.

10. NET INCOME/(EXPENDITURE) FOR THE YEAR

	2020 £	2019 £
This is stated after charging:		
Depreciation	1,848	1,924
Audit fee	6,420	6,240
Operating lease costs	48,000	48,000

11. ANALYSIS OF STAFF COSTS, TRUSTEE REMUNERATION AND EXPENSES AND THE COST OF KEY MANAGEMENT PERSONNEL	2020 £	2019 £
Wages and salaries	376,501	376,133
Social security	23,907	7,162
Defined contribution pension costs	9,139	6,315
Agency staff	7,393	38,544
	416,940	428,154
The average number of full-time equivalent employees:		
Nursery staff	24	26

Employee time has been allocated to direct charitable expenditure.

No employee received emoluments of more than £60,000 (2019: none).

During 2020, no trustees (2019: £nil) were paid or received any other benefits from employment with the charitable company. No trustee or any person connected with them received any expenses during the year (2019: £nil).

The key management of the charitable company comprise the trustees, the nursery manager and the deputy manager. The trustees do not receive any remuneration for this role.

The total employee benefits of the key management personnel of the charitable company were £87,997 (2019: £88,194).

12. TANGIBLE FIXED ASSETS	Furniture and fittings £	Office equipment £	Total £
Cost			
At 1 October 2019	5,532	15,644	21,176
Additions	-	449	449
Disposals	-	(696)	(696)
At 30 September 2020	5,532	15,397	20,929
Depreciation			
At 1 October 2019	5,532	12,284	17,816
Charge for the year	-	1,848	1,848
Disposals	-	(696)	(696)
At 30 September 2020	5,532	13,436	18,968
Net Book Value			
At 30 September 2020	-	1,961	1,961
At 30 September 2019	-	3,360	3,360

13. DEBTORS

	2020 £	2019 £
Trade debtors	2,213	6,734
Other debtors	2,661	-
Prepayments	453	174
	5,327	6,908

14. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2020 £	2019 £
Trade creditors	166	7
Other creditors	12,534	27,026
Accruals	23,288	45,443
Deferred income (note 14.1)	19,257	-
	55,245	72,476

14.1 DEFERRED INCOME

	2020 £	2019 £
At 1 October 2019	-	15,582
Additional during the year	19,257	-
Amounts released to income	-	(15,582)
At 30 September 2020	19,257	-

Deferred income in 2020 relates to nursery fees for the autumn term. In 2019 the fees for the autumn term were paid post the year end.

15. RECONCILIATION OF NET INCOME TO CASH GENERATED FROM OPERATING ACTIVITES

	2020 £	2019 £
Net income for the year	(51,031)	53,168
Depreciation charges	1,848	1,924
Interest receivable	(177)	(260)
	(49,360)	54,832
Decrease in trade and other debtors	1,581	4,135
(Decrease) in trade and other creditors	(17,231)	(27,413)
Cash generated from operating activities	(65,010)	31,554

16. ANALYSIS OF NET ASSETS BETWEEN FUNDS

	2020 £	2019 £
Tangible fixed assets	1,961	3,360
Current assets	376,792	443,655
Current liabilities	(55,245)	(72,476)
	323,508	374,539

17. MOVEMENT IN FUNDS

	At 1 October 2019	Incoming Resources	Outgoing Resources	Transfer	At 30 September 2020
	£	£	£	£	£
Unrestricted funds:					
General funds	357,539	478,272	(529,303)	-	306,508
Designated funds	17,000	-	-	-	17,000
	374,539	**478,272**	**(529,303)**	**-**	**323,508**

Designated funds
Designated funds form part of Unrestricted Funds and are amounts set aside by the Trustees to meet specific future requirements of the organisation.

In 2019 expenditure of £7,000 spent towards the IT upgrade was allocated against the designated fund leaving a designated fund of £17,000 to meet the remaining IT upgrade costs and costs towards repairing the garden.

17.A MOVEMENT IN FUNDS – Prior year

	At 1 October 2018	Incoming Resources	Outgoing Resources	Transfer	At 30 September 2019
	£	£	£	£	£
Unrestricted funds:					
General funds	297,371	612,321	(552,153)	-	357,539
Designated funds	24,000	-	(7,000)	-	17,000
	321,371	**612,321**	**(559,153)**	**-**	**374,539**

18. PENSION SCHEME

The charitable company operates a defined contribution pension plan for its employees. The amount recognised as an expense in the year was £9,139 (2019: £6,315).

19. LEASE COMMITMENTS

The charitable company sole lease commitment is its tenancy at Oakhill Nursery. Total future minimum lease payments under the operating lease are as follows:

	2020	2019
	£	£
Not later than one year	48,000	48,000
Later than one and not later than five years	168,000	192,000
Later than five years	-	24,000
	216,000	**264,000**

20. RELATED PARTY TRANSACTIONS

There are no related party transactions during the year (2019: none)