

Trustees' Report 2022

& financial statements

1 April 2021 – 31 March 2022

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froebel.org.uk

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Administrative information

The Froebel Trust is a registered charity governed by its Articles of Association. Its registered number is 145128. It is also a company limited by guarantee (with members' liability £1) registered in London, number 7862112.

The Trustees, who are also the directors of The Froebel Trust, a charitable company, submit their report and financial statements for the period ended 31 March 2022.

The financial statements have been prepared using the accounting policies set out in pages 36-40, and comply with the Charity's Articles, and *Accounting and Reporting by Charities: Statement of Recommended Practice* applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102), effective from 1 January 2015 and Update Bulletin 1.

TRUSTEES & DIRECTORS

Sultana Choudhry (retired 13.12.21)
Sharon Colliles (appointed 22.04.21)
Fufy Demissie (appointed 27.01.22)
Peter Elfer
Jean-Noël Ezingeard
Catriona Gill
Kate Hoskins (appointed 27.01.22)
Abha Hurri
Mark Neale (Chair)
Lucy Parker
Michael Pearson (Treasurer)
Paula Phillips (appointed 27.01.22)
Jane Whinnett (retired 04.03.22)
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and Wales); Charity Number 1145128

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Mission & history



Froebelian principles have been influencing education policy, practice and children's learning experiences in the UK for [almost 150 years](#).

"If three hundred years after my death my method of education shall be completely established according to its idea, I shall rejoice in heaven."
Friedrich Froebel (1782-1852)

Advancing Froebelian education

Since 2012, the Froebel Trust has:

- supported new & experienced education professionals to develop their Froebelian practice;
- funded important research about early childhood learning, education & care;
- raised awareness of the principles & outcomes of a Froebelian approach;
- made high quality Froebelian education & training more accessible;
- shared evidence & insights from Froebelian studies in education.

Today, the Froebel Trust's purpose is to:

Promote for public benefit the advancement & understanding of Froebelian principles of education in learning in the UK & internationally.



A decade of grant-making has been summarised in a short [anniversary film for 2022](#).

Strategic Objectives

The Froebel Trust's objectives are designed to be inclusive, but recognise that some adults and children encounter multiple barriers when they want to access high quality education and learning. The Trust is finding ways to reduce or remove these barriers to enable more equitable access to education and learning underpinned by Froebelian principles. Strategic objectives will:

- Enable early childhood educators to access high quality courses and resources for education, training, research and professional development underpinned by Froebelian principles
- Support practice development and research that is underpinned by Froebelian principles for early childhood education and care
- Collaborate with educators to help more families know, understand and apply Froebelian approaches that support and extend their babies' and young children's growth and learning
- Research & evaluate to share evidence about characteristics of high quality Froebelian education, the benefits for babies, young children, their educators & carers, and the impact of the Froebel Trust's work.

Inspiring early learning: a strategy for 2021 to 2026

The Froebel Trust's five year strategy builds on organisational learning from the last decade to refocus goals & shape plans for charitable activity that will:

- Make it possible for more educators to become knowledgeable, skilled, research active, critically reflective, collaborative & eloquent about principled Froebelian practice;
- Pay attention & respond to the needs & interests of an early childhood sector that exists in challenging local and global environments;
- Create new knowledge to advance the theoretical & empirical foundations of 21st century Froebelian education;
- Demonstrate how a Froebelian approach nurtures inspirational teachers & autonomous learners;
- Promote & practise equity, respect & sustainability.



Strategic Programmes



The Froebel Trust is unique in providing grants and resources for early childhood practice development and research, underpinned by Froebelian principles; Froebelian training and continued professional development; and a forum for the voices of Froebelian educators and carers. Five programme areas guide work that is synergistic: collectively the programmes are designed to result in more benefits than the sum of their individual parts.

1. **Enabling** through grant-giving;
2. **Informing** through training, resources and events;
3. **Connecting** through strong networks and collaboration;
4. **Evidencing** Froebelian education including children's perspectives;
5. **Advocating** positive views of children, play & early education.

The charity's activity is producing tangible results within the framework of Froebelian principles.
Stephen Thorn, Bayes Business School

Performance & achievements

Examples of work under each of the Froebel Trust's strategic programme are outlined in the next few pages. In each case, feedback, impacts and benefits described by grant or bursary recipients, trainees, webinar participants and other stakeholders have been included.

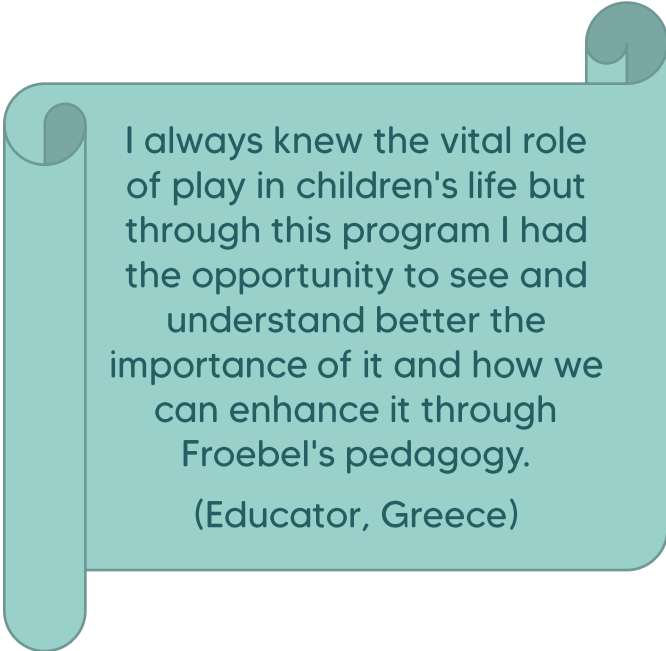
During 2021-22, listening to the Trust's beneficiaries and learning from them has become an important new area of work.

Enabling

Hub & Spoke Programme

In April 2021, the Froebel Trust announced its 2nd Hub & Spoke grant, committing to invest £300,000 per academic year in the Hub & Spoke programme. October saw launches of the [Froebel Partnership](#) (England-New Zealand) & [Froebelian Futures](#) (Scotland-Greece-Czech Rep.). The Hubs exemplify & facilitate research-active Froebelian practice, leadership & outreach creating spokes of Froebelian expertise.

- New websites, webinars, films & publications disseminated Froebelian research & practice.
- 76 Czech & 52 Greek colleagues completed the Froebel certificate & will embark on a practitioner inquiry (PI) course, transforming principles into practice.
- Representatives from 52 Early Learning settings across Scotland joined the PI course.



I always knew the vital role of play in children's life but through this program I had the opportunity to see and understand better the importance of it and how we can enhance it through Froebel's pedagogy.
(Educator, Greece)

- A new kindergarten was established in New Zealand for 50 children aged 2-6 years.
- New Zealand educators joined UK colleagues to co-research Froebelian education. 25 joined a new online Froebel Trust course while others joined on-site training.
- Children's access to play and nature were prioritised. A new Play Café project formed in Leith and [a community garden](#) in Guildford was created with RHS Wisley.

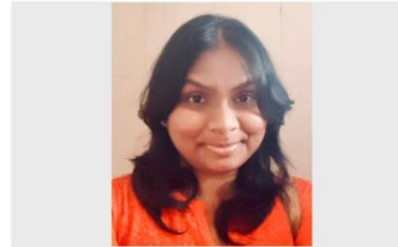
Bursaries for advanced study

Despite the challenges of COVID-19 for education providers & learners, three Froebel Trust bursary students completed their studies & successfully defended their theses to be awarded doctoral status: [Dr Valeria Scacchi](#), [Dr Angela Voyajolu](#) (University of Roehampton) & [Dr Tansy Watts](#) (Canterbury Christ Church University).

In a new venture for the Froebel Trust, Manchester Metropolitan University's Education and Social Research Institute (ESRI) agreed to co-fund a [PhD scholarship](#), offering another progression route for advanced study in Froebelian education.

Froebelian philosophy may now offer a source of guidance towards an education for sustainable development through a path of familiar early years practices revitalized by a holistic logic.
Dr Tansy Watts, PhD awarded 2021

Dr. Selvarani Selvaraja



"I want to begin by expressing my utmost gratitude to Froebel Trust for awarding me the scholarship to pursue the *MSc Education (Early Childhood Practice and Froebel)* at The University of Edinburgh. In midst of a raging pandemic, though as inspired as I was to pursue further studies, I must be honest, I was re-thinking my decision. However, the scholarship award certainly reignited my passion to continue my journey in the path of education. It meant a lot as the Froebel Trust scholarship lifted my spirits and made my dream to study in The University of Edinburgh a reality. The contribution of Froebel Trust to my journey in attaining post graduate qualifications in early childhood education is immense and I hope to contribute to the field of education with the spark ignited by the scholarship."

Bursaries for the [MA ECE](#) & Froebel Certificate at Roehampton University & [MSc Education](#) (Early Childhood & Froebel) at Edinburgh University helped [reduce barriers to participation](#) & opened up pathways for a new generation of Froebelian leaders - 17 have been funded to date in Edinburgh.

The 1st MSc Froebel Pathway cohort graduated in 2021-2022. One now leads Froebelian practice development across Falkirk Education Authority & has created a '[Slow Pedagogy](#)' project, involving several early learning centres. This group was awarded a Froebel Trust Practitioner Support Grant in 2021.

Bursaries for Froebel Certificates & Diplomas

At Roehampton University, 50% subsidies helped 32 students to graduate in June 2021 with a [Froebel Certificate](#), including leading practitioners from the London Borough of Newham. Their learning prompted a Froebelian focus for the borough's sold-out [Early Years conference](#) in January 2022. Further bursaries were awarded for the 2021-22 academic year.



Rohan Allen @... · 07/01/2022 ...

It's inspiring to hear about woodwork from someone who is truly enthusiastic about it. [@PeteMoorhouseEY](#) has provided us with even more incentive to get woodwork happening in our [#earlyyears](#) spaces. [@FroebelTrust](#) principles can really extend to every area of learning. [#NewhamEY22](#)



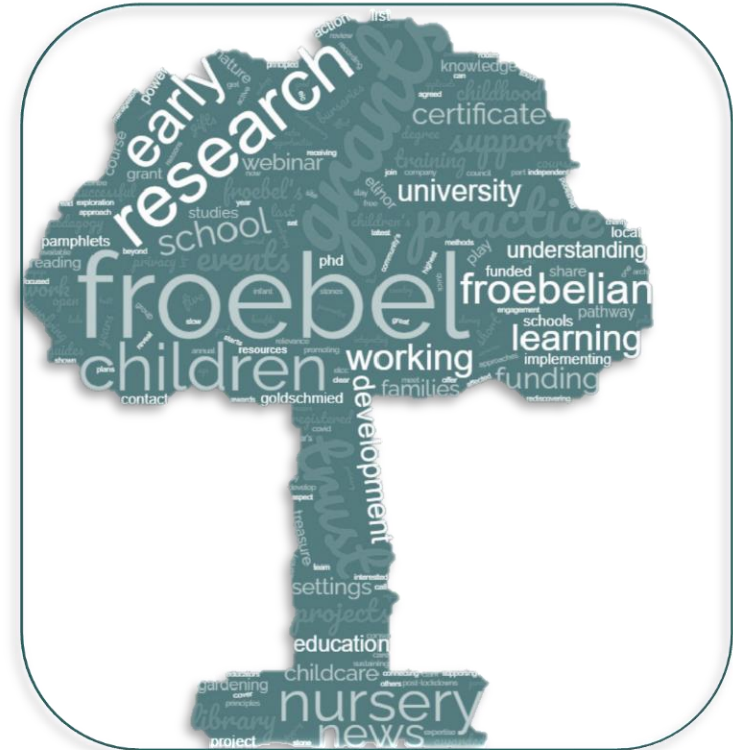
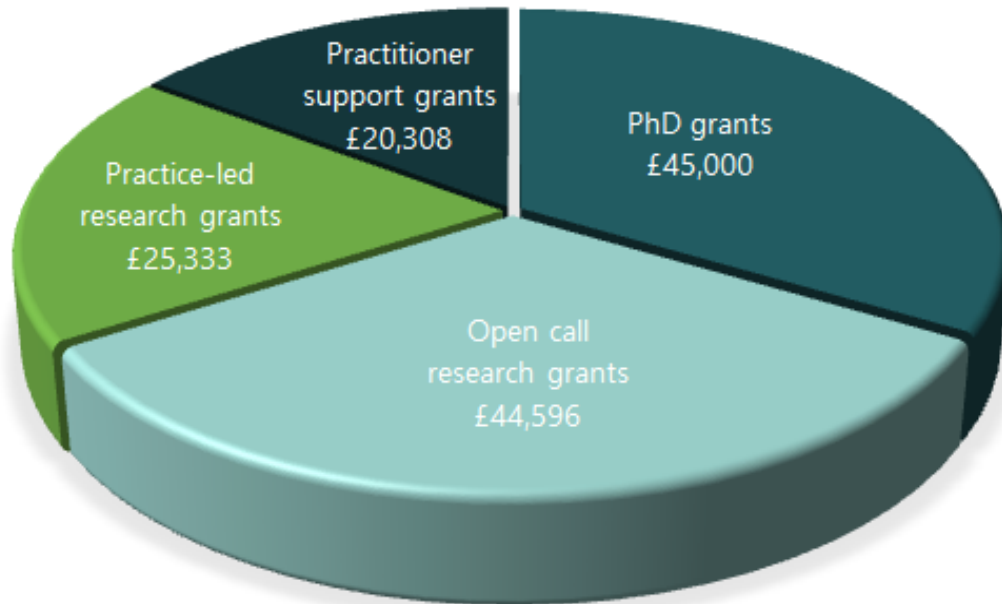
The Froebel course leader was awarded a competitive Open Call Grant in 2021 for much needed research on [young children's spirituality](#) in England & China. This study will enhance the content of the Froebel courses at Roehampton.

One Newham course graduate successfully applied for a Practitioner Support Grant for the [development of outdoor learning and community language resources](#) in partnership with local families.

Research & practice grants

Grants worth over £135,000 were awarded for 21 research or practice development projects in England, Ireland, Jamaica, Japan, Scotland, USA, & Wales.

To improve equity of access to funding, the grants application system was simplified and mechanisms were introduced to support less experienced applicants. The scrutiny process retained its independence & rigour. Constructive feedback helped shortlisted applicants to hone their project proposals.



“Research seems irrelevant to practitioners because it does not pose questions that address their needs”

Education Next 2021

Practice-led research grants were introduced in 2021. They are awarded to projects designed by Early Years educators & teachers for research about their practice.

Project Grants

Equity, social justice & children's rights were central to many project funded in 2021-22. Funding for **8 special projects** included:

- an explorations of barriers & inequity in access to nature;
- [Froebel Archive](#) cataloguing of the Professor Kevin Brehony collection;
- Support for teachers & educators working with refugee & migrant families with young children, including those fleeing the conflict in Ukraine.

All projects were underpinned by [Froebelian principles](#), such as the integrity of childhood in its own right and the importance of young children's relationships.

Listening to young children remained a priority for the Froebel Trust. Their [experiences of the pandemic](#) were documented in a sample of nursery schools in 2020-21. The findings were shared widely in 2021-22 through [publications](#) and presentations at [international conferences](#).

The experiences and views of children between 2 and 7 years of age were central to a study of access to nature, which was carried out in partnership with the [British Association for Early Childhood Education](#) (Early Education). Highlighting the Froebelian principle of engagement with nature, the project led to free [academic resources](#) & [guidance for educators](#).



Have you seen the 'Access to nature' project from [@FroebelTrust](#)? Its a really useful guide for educators interested in supporting young children's access to nature in the UK 🇬🇧🇮🇪🇮🇷 orlo.uk/S6yEC
[@AshmountPrimary](#) [@CanonburySchool](#) [@STJHV](#)
[@LaycockPrimary](#) [@CopenhagenP](#)



Informing

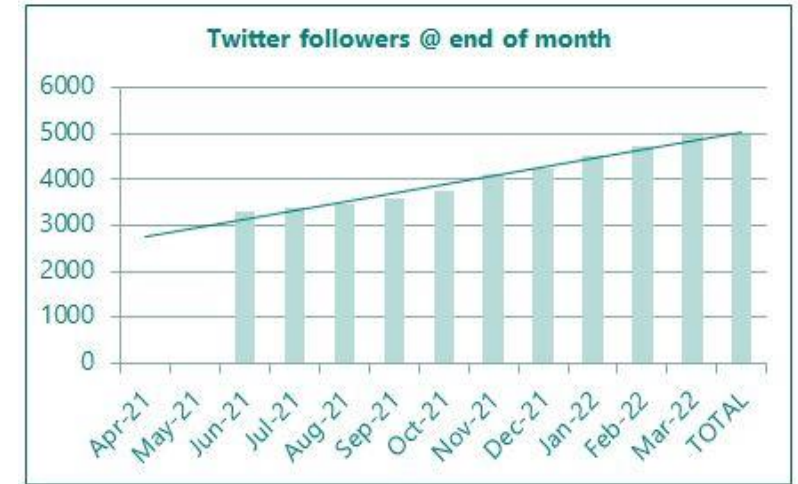
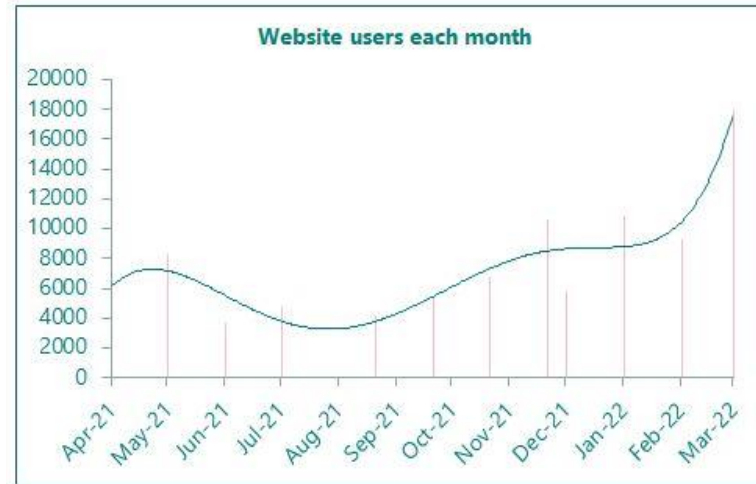
Digital communication

Website articles, guides, films, research reports & social media posts provided insights, evidence & guidance for thousands of early years educators, students, researchers & families. The reach and engagement with these resources grew over the course of the year.

In total, the website attracted 93,400 visitors.

Subscribers to the mailing list increased by 1,000. Each received regular newsletters with information about grants, training or CPD opportunities, case studies and other news.

Twitter followers reached 5,000.



The information available on the Froebel Trust website is very relevant to our practice in ELC. It's so informative, easy to comprehend & put into practice. (Stakeholder survey 2021)

Froebel Trust pamphlets



The most popular resources were the freely available Froebelian Approach Pamphlets, which were downloaded more than 20,000 times in 12 months.

Feedback from the Trust’s 2021 Stakeholder Survey indicated that three quarters of respondents had accessed these resources and found them useful for their work with children and families.

[Three new titles](#) by Pete Moorhouse, Dr Stella Louis, and Carol Cerdan & Dr Lynn J McNair were published in 2021-22 making a total of nine in the series, which is edited by Dr Jane Read.

The Froebel Trust has produced a series of pamphlets over the last few years which explore a Froebelian approach to early childhood education. These are free for anyone to access and download from our website. Have the topics and content featured in any of these pamphlets helped you in your work or improved your understanding?	Data Set 1	Data Set 2
Not applicable - I've never seen or read a Froebel Trust pamphlet	21.05%	15.38%
Yes, the pamphlets have helped me in my work or improved my understanding	73.68%	79.49%
No, the pamphlets have not helped me in my work or improved my understanding	0.00%	2.56%
I'm not sure	5.26%	2.56%

Froebel Trust Resources



An introduction to

Froebel, children and nature

By Helen Tovey




In response to requests from educators, a free Froebelian Principles [poster](#) was created.

A [webinar library](#) was created with free access to all recordings of online events.

What do children tell us is important about access to nature?

Children talked about valuing:

- being active (they mentioned activities supporting both fine and gross motor skills)
- a social aspect, or companionship with peers or adults
- specific nature activities
- the natural habitat
- play resources available to them at home and in their early years setting, sometimes playing with toys.

Key adults in children's lives, including parents and grandparents, had an impact on the types of experiences children were exposed to outdoors. For example, camping in the back garden with a campfire and looking through binoculars to see the moon and stars at night.

"Mud kitchen. We make pies in it – strawberry pies."

Child



An [introduction](#) to Froebel Children and Nature, and [Guidance](#) for Educators on Access to Nature were produced as free PDFs.

Froebelian principles

Unity and connectedness

Everything in the universe is connected. The more one is aware of this unity, the deeper the understanding of oneself, others, nature and the wider world. Children are whole beings whose thoughts, feelings and actions are interrelated. Young children learn in a holistic way and learning should never be compartmentalised for everything links.



Autonomous learners

Each child is unique and what children can do rather than what they cannot, is the starting point for a child's learning. Children learn best by doing things for themselves and from becoming more aware of their own learning. Froebelian educators respect children for who they are and value them for their efforts. Helping children to reflect is a key feature of a Froebelian education.

The value of childhood in its own right

Childhood is not merely a preparation for the next stage in learning. Learning begins at birth and continues throughout life.

Relationships matter

The relationships of every child with themselves, their parents, carers, family and wider community are valued. Relationships are of central importance in a child's life.

froebel.org.uk

Creativity and the power of symbols

Creativity is about children representing their own ideas in their own way, supported by a nurturing environment and people. As children begin to use and make symbols they express their inner thoughts and ideas and make meaning. Over time, literal reflections of everyday life, community and culture become more abstract and nuanced.

The central importance of play

Play is part of being human and helps children to relate their inner worlds of feelings, ideas and lived experiences taking them to new levels of thinking, feeling, imagining and creating and is a resource for the future. Children have ownership of their play. Froebelian education values the contribution of adults offering 'freedom with guidance' to enrich play as a learning context.

Engaging with nature

Experience and understanding of nature and our place in it, is an essential aspect of Froebelian practice. Through real life experiences, children learn about the interrelationship of all living things. This helps them to think about the bigger questions of the environment, sustainability and climate change.

Knowledgeable, nurturing educators

Early childhood educators who engage in their own learning and believe in principled and reflective practice are a key aspect of a Froebelian approach. Froebelian educators facilitate and guide rather than instruct. They provide rich real life experiences and observe children carefully, supporting and extending their interests through 'freedom with guidance'.



Froebelian Publications

In 2021, Nursery World's [award](#) for Best Professional Book went to "Putting Storytelling at the Heart of Early Childhood Practice". Edited by Prof Tina Bruce, Jane Whinnett (Trustee) & Dr Lynn J. McNair. This work had been supported by a Froebel Trust grant. Its publication prompted reading groups across Early Years networks.

Putting Storytelling At The Heart of Early Childhood Practice

Practitioners will be gathering...from Moray, Highland, Falkirk, Clackmannanshire, Edinburgh, East Lothian & Glasgow, all coming together to share & develop professionally.
<https://scottisheducatorsconnect.com>

A journal [article](#) "Friedrich Froebel: a path least trodden" by McNair & Powell had over 2500 views by students & academics.



COVID-19 caused an abrupt end to plans for an exhibition at the [Fröbel Museum](#) in Germany celebrating 180 years since Froebel created the first "kindergarten" in 1840.

Instead, a book was published by the Museum in 2021 with a chapter contributed by the Froebel Trust: J. Whinnett & S. Powell "Die Wiederentdeckung Fröbels: Wurzeln und Wachstum im Vereinigten Königreich"

In 2021, the Froebel Trust led a call for papers for a special issue of the American academic journal [Global Education Review](#) about Froebelian education. The response was extraordinary and the editorial team (Powell, McNair & Aslanian) secured agreement from the journal's editorial board to publish two collections of 12 articles.

The first was released in March 2021 with a celebratory webinar organised by the Froebel Trust in partnership with Mercy College, New York. The webinar had more than 300 participants from around the world.

The presenters discussed the power & relevance of Froebelian education in the context of the Global Education Reform Movement. A [recording](#) is freely available on the Trust's website.

Webinars & Conferences

Seven free professional learning webinars for educators attracted more than 5,000 attendees.

Topics included Froebelian perspectives on anti-racist practice, self-regulation, slowing down in education practice, using observation & engaging children in woodwork.

Webinar [recordings](#) were viewed 15,000 times in 12 months.

I found the webinar really interesting, I couldn't wait to discuss it with my colleagues. We are looking forward to changing our practices & understanding the children better.
(Webinar Participant, Spring 2022)

The webinars consistently attracted audiences from across Asia, Africa, S. America, Europe, N. America & Oceania.

Participants were asked to complete feedback forms. Response rates were 7-23%.

Over 90% of respondents rated the events as **excellent** & said they would be likely to attend another.

A significant minority had not taken part in online CPD before. Each event attracted first-time participants and repeat attendees.

The Froebel Trust also provided administrative & technical assistance for the 2021 annual Froebel Networks Gathering & the conferences of the [International Froebel Society](#) & Edinburgh Froebel Network.

I have truly enjoyed all the Froebel webinars. They have supported my practice as the Froebel approach concurs with my values & beliefs. I've always found them to be very engaging & look forward to signing up to more.
(Stakeholder survey response 2021)

Froebel Training

Covid-19 prevented the provision of training in Early Years settings, but provided space to create a 6th Element on Equality, Inclusion & Diversity. Barriers to in-person training and growing expertise in the use of digital resources prompted the development of an online [Froebel Short Course](#).

Twenty educators in South Africa were funded to pilot the online course. An evaluation documented and reviewed this experience.

Despite technical challenges, the course was a success: online learning was comparatively easy to access and sustain; participants were highly engaged, co-creating their own Froebelian educational approach; and there began a process of decolonising singing, music & dance education for South African Early Years contexts.

participants [were] engaging thoughtfully and looking for how they could have Froebelian impact in their work...we remarked how much engagement and discussion there was, with participants clearly grappling with concepts and connecting to their own experiences." (C. Bloch, 2022 p.4)

Element 1: Introduction to the Principles and Practices of the Froebelian approach to Early Childhood Education

Element 2: The Gifts (and modern wooden blocks) and the Occupations (workshop experiences)

Element 3: The importance of engaging with nature and outdoor learning

Element 4: Play and the symbolic life of the child, (representation and the expressive arts)

Element 5: Lullabies and family songs, finger plays, action songs, movement games - firm foundations for later literacy

Element 6: Equality, inclusion and diversity from a Froebelian moral lens

Improving accessibility to training

The success of the pilot & learning from its evaluation has led to:

- A Froebel Masterclass and an evolving South Africa Froebel Network to create culturally-sensitive, Froebelian early childhood education in South Africa.
 - The endorsement of a Froebel Travelling Tutor who is based in South Africa
 - Refinement of the online course, to be taught in 24 online sessions over the course of 10-12 months with various times offered to accommodate different needs
 - New CPD for tutors about teaching online
 - Better understanding within the Trust & Tutor team of philosophical, ethical & practical aspects of online teaching & learning
 - A successful application to present a paper about online pedagogy at an international educational [conference](#) in 2022.
- Registrations for 3 online Froebel courses for 25 educators from New Zealand & England; 22 Early Years advisors across Wales; and a group of 22 learners from different UK settings.

Connections I can already make between my practice and the Froebelian approach include supporting & inspiring children to engage in nature, the importance of relationships, & providing children with freedom & guidance as they explore their own interests & passions.
(New Zealand educator)

- The dedication & expertise of the Froebel Travelling Tutor team improved access to the Froebel training for a wider range of educators, and helped four apprentice tutors to complete their training and become endorsed as Froebel Trust Travelling Tutors.
- As COVID restrictions eased, on-site courses began to be reinstated for teams of Early Years educators in the UK.

Connecting

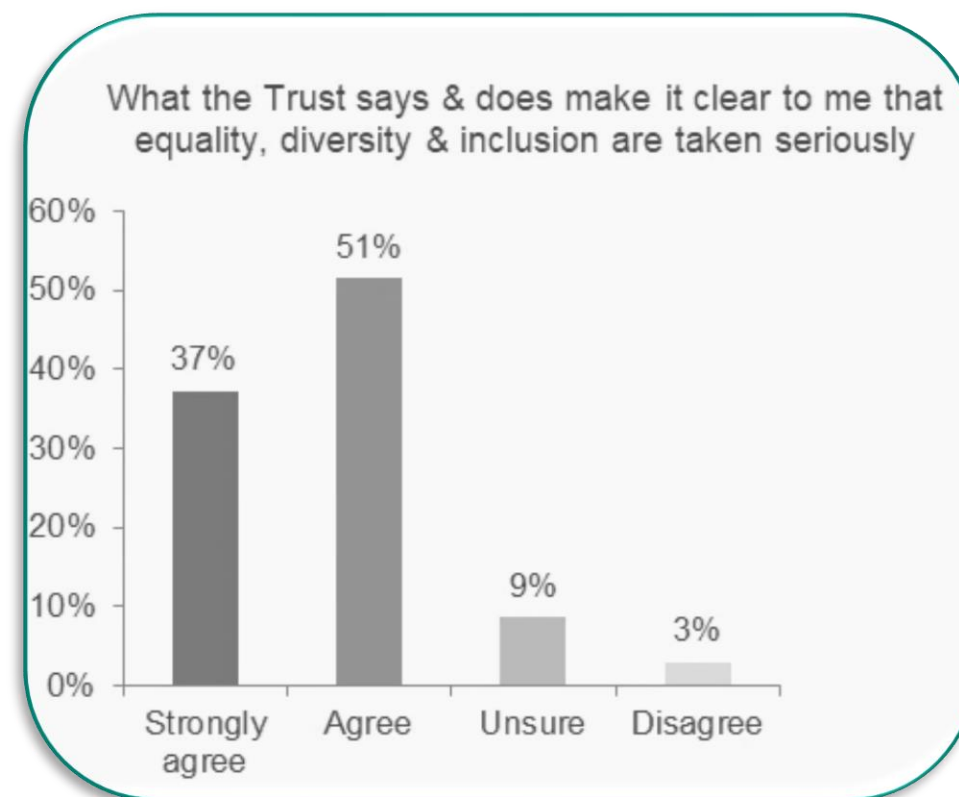
In 2021-22 tens of thousands of educators around the world connected with the Trust and each other. Their opinions were sought in many ways, including a Stakeholder Consultation.

Judging by the information collected, there is certainly a tremendous platform of goodwill, trusted reputation, and strong relationships on which to build a continuously excellent organisation.
(Stephen Thorn, Bayes Business School)

The number of volunteers working with the Trust also grew in 2021-22 and there was an increase in diversity and representation of personal characteristics, professional background and expertise.

The volunteers' collaborative contributions were extensive and included: governance & guidance, publishing & speaking at events, training & mentoring, leading or establishing Froebelian networks, developing new resources, & representing or promoting the work of the Trust.

An organizational audit & survey of equality, diversity & inclusion has revealed strengths as well as areas for improvement and change.



Link always link

- Through our grants, a range of organisations became **new partners**. Their work reaches families, educators & young children in new areas & diverse projects including woodworking, musical development, outdoor learning and early literacy.
- Working in partnership with **Early Education (UK)**, we connected to urban, suburban and rural communities about their access to nature.
- Forging links between Higher Education, Local Authority and Early Childhood professionals and providing a small grant for reading groups, enabled the initiation of a **Wales Froebel Network**.
- **Froebel Courses** were offered online, allowing educators to connect across geographical areas and national boundaries, including between the UK & South Africa & New Zealand.
- We joined forces with 16 Early Years organisations to help plan, fund & contribute to the **Birth to Five Matters Festival**, which offered free CPD to support educators working with the Early Years Foundation Stage framework.



- We helped to establish a **Froebelian Leaders' Network** for Headteachers & Managers or Leaders of Froebelian settings.
- By supporting the **European Early Childhood Education Research Association's** (EECERA) Special Interest Group on Children from Migrant Backgrounds, we were able to facilitate urgent support for teachers working in Poland with families fleeing conflict in Ukraine; and educators in Turkey, Australia, Greece and England to appreciate and facilitate migrant & refugee families' perspectives and integration.

Evidencing

What does Froebelian education look like?

Education policy, practice & research can flourish with strong & meaningful insights from real world contexts. The evidencing programme demystifies the **characteristics** & impacts of modern Froebelian education.

Through accessible [publications & short films](#) to exemplify high quality Froebelian education, the Froebel Trust's Hubs show how educators, children & families [practise & experience a Froebelian approach](#).

The research that the Trust funds also asks important questions – and offers suggestions – about research methodology & ethics, particularly [children's involvement](#).

When do we share images of children?

When – if ever – is it ethical to share images of children online for research purposes? We have found this a challenging question to answer. Our research is ever-increasingly online: we are carrying out research online, accelerated by the fall-out from COVID-19; we are working in research teams separated by geography and physical distance; and we know the power of online exchange and dissemination, whether that be by social media, websites or webinars. Sharing images online can be part of all these elements and the visual can be immensely powerful in communicating.



Learning through self-activity and reflection.

*"To learn a thing in life and through doing is much more developing, cultivating and strengthening than to learn it merely through the verbal communication of ideas."*³

- Children have regular opportunities to engage in cooking, weaving, sewing, woodwork, using clay, gardening, block play and construction.
- Adults allow children time so that they become proficient with materials.
- Children are able to revisit activities.
- Adults help children to reflect on their activity by putting actions into words, asking a 'wondering' question, making a connection with a previous experience, narrating their play, working together to overcome challenges and finding solutions.
- Children deepen their learning through repetition, practice and struggle which is supported by adults.

The central importance of play:

*"Play is the highest level of child development. It is the spontaneous expression of thought and feeling...it...constitutes the source of all that can benefit the child... At this age play is never trivial; it is serious and deeply significant."*¹

- Staff provide exciting experiences which extend children's interests and open up new possibilities.
- Children are given plenty of time and space to play.
- Children are offered resources that are predominantly open-ended, made from natural materials, reusable and recycled; they are always developmentally appropriate and beautifully presented.
- Adults enrich the potential of play by being sensitive co-players.
- Parents are encouraged to value their children's play and to recognise its importance in their children's learning and development.

Benefits of a Froebelian approach

Research shared freely by educators for educators has revealed some of the benefits of embracing a Froebelian approach. [Attention to time](#) & the pace of children's lives & learning - slowing down, observing & recording what happens - resulted in better interactions, more inclusive practice & opportunities for children's autonomous learning & expression.

Published in [international journals](#), research has provided analysis & theorisation of practice examples, which show how educators skilfully observe & harness children's curiosity to enrich & extend curriculum & learning experiences.

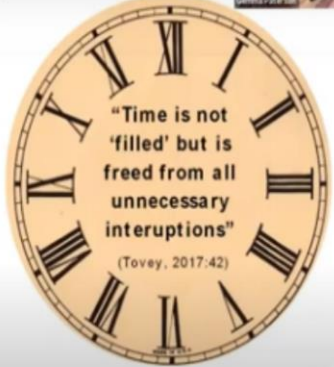
Making explicit the relationship with time in early childhood can open up choices for teachers as to whose rhythm and pace are given priority. Alertness to 'catching the moments' and championing 'stretched time' for children to explore in-depth beyond the confines of a prescriptive curriculum may offer new possibilities. This requires highly skilled professional judgement and pedagogical tact (Van Manen 2016) which raises questions for further research about the numerous forms that slow practices can take and how such close attention is taught in ECEC teacher education.
(Carlsen & Clark 2022)

The urgency of slow - Session 2

Slow practices in the day to day:
The opportunities of the 1,140 expansion


- Marvellous mealtimes is a **holistic** approach to snack and mealtimes, not just an approach to lunch.
- Children bake and cook regularly during their week in ELC.
- Children participate in menu planning, shopping for ingredients and food preparation.
- Marvellous mealtimes is built into core practice which high quality practitioners plan for with children.

"Time is not 'filled' but is freed from all unnecessary interruptions"
(Tovey, 2017:42)



Slow practices in the day to day:
The possibilities of slow pedagogy

- An approach which meets the needs of all children.
- Time taken to consider what spaces, interactions and experiences will look, sound and feel like for children.
- Time for practitioners to engage in high quality interactions= high quality learning= better outcomes for all.
- Space to explore children's voice and build a creative environment in which all children use their own "voice".



endless possibilities

Advocating

Please know that your principles absolutely describe the practice that should be seen in all special schools for children with complex learning disabilities. The unique child, supporting at their pace, learning from the child. I could cry when I read your work. It is everything I believe in for our amazing children and young adults.

(Stakeholder survey 2021)

The Froebelian principles come to life through Froebel training; in real life examples that are documented in resources and research; and through webinars and other events. In 2021, these included the Froebel Trust's Annual Lecture, which was given by the renowned Finnish educator, Professor Pasi Sahlberg.

The title of his [speech](#), **Let the Children Play** aligns closely with the international movement against hurried childhoods and the decline of play in children's lives and learning; and it resonates with the core approach in Froebel's kindergarten pedagogy.

Members of the Froebel Trust's team of trustees, committee members, travelling tutors and employees contributed to the Trust's advocacy work throughout the year. Froebelian principles were shared and enacted through **networks, newsletters for parents, speeches at events and conferences hosted by other organisations, publications, mentoring or supporting others, and welcoming into Froebelian settings** the many educators and families who wished to learn about Froebelian education.

Your webinar added a further dimension to a setting that already practices Co-regulation: *Respect children for who they are now rather than who they will be in the future. *Children do not need rewards, but rather to be intrinsically motivated by the right thing to do. *Pause, can children arrive at their own resolution. *Behaviour, what is going on for the whole child. A lovely reinforcing session.

(Webinar participant, March 2022)

Outcomes & Benefits

The Froebel Trust's charitable activities have:

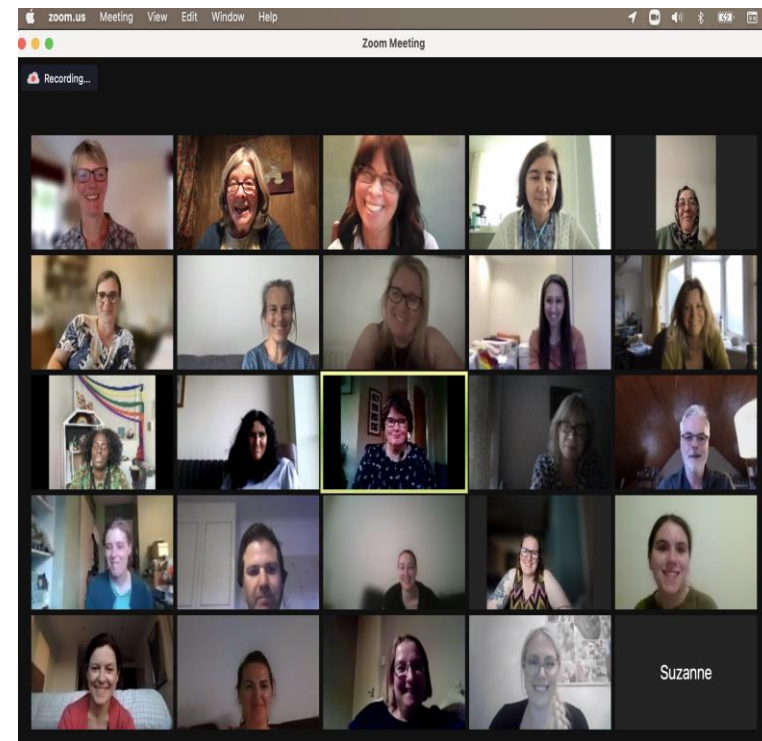
- Enabled teams of **educators & teachers** in 14 settings to explore and develop their practice in their work with more than **1,150 children** aged from birth to 11 years. These Local Authority Maintained and Private, Voluntary or Independent (PVI) schools and early learning centres from Cornwall to Aberdeenshire serve urban & rural communities with many home cultures and languages; up to 40% of the children have identified Special Educational Needs and Disabilities (SEND); and up to 25% of 2-year-olds are eligible for government-funded early education. As a result of these projects, more children are gaining **new learning experiences** through nature or Froebelian Occupations such as sewing and woodwork, supported by staff and parents who have **increased confidence, skills and understanding**.
- Funded and published **world-leading and internationally excellent research & impact** ([REF 2021](#)) in Early Childhood Education & Care, Impacts included improvements in:
 - music education for **children with SEND** (Ockelford & Voyajolu);
 - curricula & CPD for **infant-toddler educators** (Powell & Goouch);
 - understanding **toddlers'** embodied learning (MacLure & MacRae);
 - outcomes for **pupils on the autism spectrum** (Parsons)
- Given almost **10,000 educators** free access to webinars for continued professional learning, advancing their own and others' **knowledge of Froebelian theory and its connections to contemporary practice**.
- Froebel-trained educators - including those who have received **Froebel Trust bursaries** - lead Froebelian approaches which the Scottish Care Inspectorate has identified as leading to **consistently high inspection grades** ([SCI 2016](#)); such that Froebel's philosophy is promoted in the Inspectorate's **guidance for educators & parents** about singing for learning & development ([SCI 2022](#)).
- Provided free access to high quality resources to **tens of thousands of educators** with built in flexibility for them to view and use these publications and films for their own personal CPD, in their communities of learning, or in further & higher education programmes. **Awareness and understanding** of Froebel's principles and Froebelian approaches to education have become more widespread as a result.

Looking ahead

Future plans to build on strengths & seek opportunities

Emerging from the pandemic, the Trust will build on strengths that have been developed in the use of technology to expand the reach and improve the accessibility of its charitable activity.

- Equality, diversity & inclusion will be monitored & assessed more comprehensively to ensure that governance & operations are representative of difference, & resources are shared equitably.
- Listening carefully to stakeholders will help to streamline our work and direct resource to activities that are needed most.
- Better use of internal data and contextual information will make strategic planning and budget allocations more effective and efficient.
- Continued sound management of assets and reserves will ensure resources are protected for the long-term and can be focussed in areas where there will be the greatest probability of added value.
- Evidence about outcomes & impact will be gathered systematically with new lines of enquiry providing additional data about benefits.
- A feasibility study will reveal the potential for full and relevant, funded Froebel qualifications at Level 3.
- Being mindful of challenges facing the education sector and public finances, the potential for new income streams will be explored, with income reinvested in charitable activity.
- Risks and opportunities will continue to be monitored while new partnerships and collaborative work are explored.



Principal risks & uncertainties

The trustees are responsible for the risk & control framework within which the Trust operates. Risks are reviewed annually & trustees delegate to the CEO the day-to-day exercise of controls to mitigate risks. the Trust. In 2021-2, key risks & examples of controls were:

Inability to sustain long-term financial viability: Clear reserves policy linked to long-term financial viability; Mixed income sources, liabilities & risks to each monitored closely; Expenditure driven by strategy, spending monitored; Regular liaison with investment managers, contract reviewed every 5 years; Robust financial procedures reviewed annually, cash-flow & liquidity reviewed monthly...

Ineffective impact of charitable activities: Grant-making linked to charitable aims & plan for outcomes & benefits; Compliance with Charity Commission requirements and use of guidance; Support & collaboration used to extend impact; Evaluation embedded in organisational strategic plans, reviewed annually...

Reputational damage: Charitable objects clearly stated, understood & espoused by all stakeholders; Deed of grant clearly states responsibilities & liabilities; Projects & activities monitored for match with charitable objects; Communications & social media policy shared and implemented; Froebelian principles / practice exemplified in accessible documents; Project reports peer reviewed prior to publication...

Capacity overload: Resource allocations linked with strategic goals; Workloads monitored and reviewed regularly; Council and committee meetings monitored for manageability; New initiatives counter-balanced with workload reductions or extra resource; annual self-evaluations identify problematic areas to address...

Compliance breaches: Annual review of regulations & governance guidance at Strategy Away Day; Charity Commission updates shared with Trustees; Annual review of all FT policies and associated procedures; Staff GDPR training & GDPR audit; Frequent & regular cyber security checks by staff; Annual 'Deep dive' cyber security checks; Induction & training for new staff & volunteers; Security & privacy policies reviewed annually...

Loss or damage resulting from poor internal systems: Financial Procedures annual review with thresholds for payment approvals; Internal systems reviewed in annual audit; Investment Management policy adopted for transactions & investment decisions; Bank & investment accounts limited to named individuals with MFA; Suitably qualified staff / trustees oversee finance...

Financial Review

The Trust's total gross assets on 31 March 2022, including investments, property, debtors and cash, was £23.1m (2021 - £21.7m).

The total liabilities of the Trust on 31 March 2022 of £364,908 (2021 - £543,829) include grants payable of £286,954 (2021 - £468,099) of which £118,596 (2021 - £208,343) is due outside of one year and £168,359 (2021 - £259,756) is due within one year.

The net assets of the Trust at the balance sheet date were £22,272,261 (2021 - £20,605,666).

The charity derived an income from investments in the period ending on 31 March 2022 of £537,985 (2021 - £509,779) and income from other sources of £25,709 (2021 - £1,527).

Total expenditure for year was £726,555 (2021 - £689,134).

The trustees will continue to monitor the impact of the pandemic on the ability of the Trust to generate income, ensuring that levels of grants awarded remain sustainable.

The Trust also recognised net gains on revaluation of investments of £1,741,456 (2021 - net gains of £2,597,729) and actuarial gains of £88,000 (2021 - losses of £63,000) with respect to the valuation of the net pension scheme liability of the Trust.

The overall net increase in funds during the year was £1,655,595 (2021 - increase in funds of £2,356,901).

Investment Powers and Policy

Under its Articles of Association, The Trust has the power to invest in any way the Council directs. Cash balances are deposited with a view to maximising interest income while minimising risk of capital loss.

Waverton Investment Management is the discretionary fund manager responsible for day to day management of the Froebel Trust's investment funds on behalf of the charity with a long term objective of the consumer price inflation (CPI) + 3.5% over a rolling seven year period. The trustees consider performance in the year to be in line with target returns.

Furthermore, Waverton manages the portfolio with specific ethical restrictions in place, which restricts investments in companies with involvement in tobacco production, pornography, gambling, armaments, and oil and gas. This is in addition to the integration of environmental, social and governance (ESG) factors into the security selection process.

Reserves policy and position

At 31 March 2022, the Froebel Trust held total funds of £22,272,261 (2021 - £20,605,666), all of which was unrestricted. The Trust has adopted a policy of deploying annually in support of its strategy its income and the capital gains on its investments consistent with preserving the real (inflation adjusted) value of its capital. The level of reserves desired by the trustees is very much linked to this strategy. Management accounts are presented to each ordinary meeting of the Council, to demonstrate current available funds, liquidity and investment performance, after all known commitments have been taken into account. The Trust aims to ensure that at least 6 months of expected commitments are held in cash and other liquid assets.

In accordance with the Trust's approved Financial Procedures, a sum of liquidity equivalent to six months' projected expenditure for grants and core operational costs, less expected rental and investment portfolio income, is held within a separate bank deposit account. On 31 March 2022, the liquidity position was secure, with the balance of cash held of £907,366 greater than forecast expenditure and grant payments to 30 September 2022.

Governance & Management

The Froebel Trust's Council of trustees sets the charity's strategic direction. The Council is responsible for all governance matters and provides advice and challenge to the Executive Team. The Council delegates some decisions to its committees, which are chaired by trustees with membership constituted by volunteers who bring relevant, specialist knowledge and insights to the:

- Finance & Governance Committee
- Communications and Public Engagement Committee
- Education & Research Committee
- Research Subcommittee
- Education Subcommittee

The Executive Team, led by the Chief Executive Officer (CEO), manage the day-to-day operations of the Froebel Trust. They develop and manage the activities agreed by the Council of Trustees and committees. In 2021-22, the Executive Team had two full-time and 3 part-time members of staff, including the CEO (total full-time equivalent staff = 4.0). Their duties include the management and delivery of: financial matters, risk monitoring and mitigation, policies, personnel matters, data security and privacy, grants cycles, monitoring and evaluation, inclusion and diversity, news and other communications, Council and committee functions, contracts, reporting requirements, publishing through the web and social media including design and print, training and events, resources development, servicing committees, general administration and communicating with trustees, volunteers, applicants, partners, tenants, asset managers and other advisors. The Chair of Trustees, Treasurer and committee chairs are in regular contact with the Executive team to oversee and support their work. Specialist advice (e.g. legal) is sought as needed.

The trustees determine the remuneration of the CEO annually on the advice of the Chair and Treasurer in the light of information about market rates for similar roles within charities of similar size and complexity as the Froebel Trust. Details of remuneration of key management personnel are set out in note 4 to the financial statements.

Trustees, volunteers, tutors, partners and other interested parties receive newsletters every four to six weeks and more regular communications to keep them up-to-date with the latest work. News items are published frequently via the website and social media.

The trustees are appointed for a term of four years and are eligible for re-election. The Trust has agreed a recruitment and induction policy for the appointment of Trustees. This policy sets out the skills and experience that are needed on the Council so that the Trust’s objectives are taken forward effectively. These skills and experience include knowledge and understanding of Froebelian principles gained through teaching and research and disciplines such as finance, law and public administration essential to the orderly running of the Trust. All initial appointments to the Trust Council are made on the basis of open competition by a panel of serving trustees.

The trustees who were in office at the date of approval of the financial statements* (July 2022) and those who served during the financial year (1 April 2021 to 31 March 2022) but not when the statements were approved were:

Sharon Colliles (appointed 22.04.21)*	Sultana Choudhry (retired 13.12.21)
Fufy Demissie (appointed 27.01.22)*	Peter Elfer (retired 10.06.22)
Jean-Noël Ezingeard*	Jane Whinnett (retired 04.03.22)
Catriona Gill*	
Kate Hoskins (appointed 27.01.22)*	
Abha Hurri*	
Mark Neale (Chair)*	
Lucy Parker*	
Michael Pearson (Treasurer)*	
Paula Phillips (appointed 27.01.22)*	
Holli Williams*	
Lilah Woods*	

No trustees received any remuneration from the Trust in respect of their services during the year ended 31 March 2021 (2020 – none).

Statement of trustees' responsibilities

The Trustees, (who are also the directors of The Froebel Trust for the purposes of company law), are responsible for preparing the annual report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Principles). 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 Charity and of the income and expenditure of the Charity for that period. In preparing these financial statements, the trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods & principles in Accounting & Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable to the United Kingdom & Ireland (FRS 102);
- make judgments 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; and
- prepare financial statements on the going concern basis unless it is inappropriate to presume that the Charity will continue to operate.

The trustees are responsible for keeping proper accounting records that disclose with reasonable accuracy at any time the financial position of the Charity & enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the Charity & hence for taking reasonable steps for the prevention & detection of fraud & other irregularities. Each of the trustees confirm that: So far as the Trustee is aware, there is no relevant audit information of which the Charity's auditor is unaware; and The Trustee has taken all the steps that he / she ought to have taken as a Trustee & director in order to make himself / herself aware of any relevant audit information & to establish that the company's auditor is aware of that information. This confirmation is given & should be interpreted in accordance with the provisions of s418 of the Companies Act 2006. The trustees are responsible for the maintenance & integrity of the corporate & financial information included on the Charity's websites. Legislation in the United Kingdom governing the preparation & dissemination of financial statements may differ from legislation in other jurisdictions.

Approved by the Trustees and signed on their behalf by the Chair of Trustees:



[Mark Neale]

Date: 26 July 2022

Independent Auditor's Report

Opinion: We have audited the financial statements of The Froebel Trust (the 'charitable company') for the year ended 31 March 2022 which comprise the statement of financial activities, the balance sheet, the statement of cash flows, the principal accounting policies and notes to the financial statements. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 March 2022 and of its income and expenditure for the period 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 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 In auditing the financial statements, we have concluded that the trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate. Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charitable company's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue. Our responsibilities and the responsibilities of the trustees with respect to going concern are described in the relevant sections of this report.

Conclusions relating to going concern: In auditing the financial statements, we have concluded that the trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate. Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charitable company's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue. Our responsibilities and the responsibilities of the trustees with respect to going concern are described in the relevant sections of this report.

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.

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 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 the financial statements are not in agreement with the accounting records/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 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 extent to which our procedures are capable of detecting irregularities, including fraud is detailed below.

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

- the engagement partner ensured that the engagement team collectively had the appropriate competence, capabilities and skills to identify or recognise non-compliance with applicable laws and regulations; and
- we obtained an understanding of the legal and regulatory frameworks that are applicable to the charitable company and determined that the most significant frameworks which are directly relevant to specific assertions in the financial statements are those that relate to the reporting framework (Statement of Recommended Practice: Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102) and the Companies Act 2006).

We assessed the susceptibility of the charitable company's financial statements to material misstatement, including obtaining an understanding of how fraud might occur, by:

- making enquiries of management as to their knowledge of actual, suspected and alleged fraud; and
- considering the internal controls in place to mitigate risks of fraud and non-compliance with laws and regulations.

To address the risk of fraud through management bias and override of controls, we:

- performed analytical procedures to identify any unusual or unexpected relationships;
- tested journal entries to identify unusual transactions; and
- assessed whether judgements and assumptions made in determining accounting estimates were indicative of potential bias.

In response to the risk of irregularities and non-compliance with laws and regulations, we designed procedures which included, but were not limited to:

- reading the minutes of meetings of those charged with governance; and
- enquiring of management as to actual and potential litigation and claims.

There are inherent limitations in our audit procedures described above. The more removed that laws and regulations are from financial transactions, the less likely it is that we would become aware of non-compliance. Auditing standards also limit the audit procedures required to identify non-compliance with laws and regulations to enquiry of the trustees and other management and the inspection of regulatory and legal correspondence, if any.

Material misstatements that arise due to fraud can be harder to detect than those that arise from error as they may involve deliberate concealment or collusion.

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.

Buzzacott LLP

**Shachi Blakemore,
Senior Statutory Auditor for and on behalf of Buzzacott LLP, Statutory Auditor
130 Wood Street London EC2V 6DL**

Date: 24 August 2022

Financial statements

Year ended 31 March 2022

	Notes	2022 £	2021 £
Income from:			
Investments	1	537,985	509,779
Other sources		25,709	1,527
Total income		563,694	511,306
Expenditure on:			
Raising funds			
· Investment management costs		97,843	93,905
Charitable activities			
· Information, guidance and advice	2	628,712	595,229
Total expenditure		726,555	689,134
Net expenditure for the year before other investment gains and losses		(162,861)	(177,828)
Net gains on revaluation of investment property		—	(150,000)
Net gains on revaluation and disposal of listed investments	8	1,741,456	2,747,729
Net income	3	1,578,595	2,419,901
Other recognised gains/losses			
Actuarial gain (loss) on the defined benefits pension scheme	12	88,000	(63,000)
Net movement in funds		1,665,595	2,356,901
Reconciliation of funds:			
Fund balances brought forward at 1 April 2021		20,605,666	18,248,765
Fund balances carried forward at 31 March 2022		22,272,261	20,605,666

All of the Charity's activities derived from continuing operations during the above two financial periods.

All recognised gains and losses are included in the above statement of financial activities.

All income, expenditure and other recognised gains and losses in both financial periods were unrestricted.

Balance sheet as at 31 March 2022

	Notes	2022 £	2022 £	2021 £	2021 £
Fixed assets					
Intangible assets	6		2,780		23,628
Tangible assets	7		149,616		154,274
Investments	8		<u>21,976,709</u>		<u>20,815,645</u>
			22,129,105		20,993,547
Current assets					
Debtors	9	46,698		36,173	
Cash at bank and in hand		<u>907,366</u>		<u>668,775</u>	
		954,064		704,948	
Liabilities					
Creditors: amounts falling due within one year	10	<u>(246,312)</u>		<u>(335,486)</u>	
Net current assets			707,752		369,462
Creditors: amounts falling due after more than one year	11		(118,596)		(208,343)
Net assets excluding Pension liability			<u>22,718,261</u>		<u>21,154,666</u>
Defined benefit pension scheme liability	12		(446,000)		(549,000)
Total net assets			<u>22,272,261</u>		<u>20,605,566</u>
The funds of the charity:					
Funds and reserves					
<i>Unrestricted funds</i>					
. General funds			22,272,261		20,604,619
. Designated funds	14		<u>—</u>		<u>1,047</u>
			<u>22,272,261</u>		<u>20,605,666</u>

Approved by the trustees and signed on their behalf by

Trustee:  [Mark Neale, Chair of trustees]

Date: 26 July 2022

The Froebel Trust, Company Registration No. 07862112 (England & Wales)

Statement of cash flows 31 March 2022

	Notes	2022 £	2021 £
Cash inflow from operating activities:			
Net cash used in operating activities	A	(879,786)	(735,631)
Cash flows from investing activities:			
Dividends, interest and rents from investments		537,985	509,779
Purchase of fixed assets		—	—
Proceeds from the disposal of investments		3,894,013	3,236,433
Purchase of investments		(3,515,577)	(2,529,910)
Net cash provided by investing activities		916,421	1,216,302
Change in cash and cash equivalents in the year		36,635	480,671
Cash and cash equivalents at start of the period	B	956,534	475,863
Cash and cash equivalents at end of the period	B	993,169	956,534

Notes to the statement of cash flows for the period

A. Reconciliation of net movement in funds to net cash used in operating activities

	2022 £	2021 £
Net income (expenditure) (as per the statement of financial activities)	1,578,595	2,419,901
Adjustments for:		
Depreciation charge	25,506	26,204
(Gains) losses on investments	(1,741,456)	(2,747,719)
Losses (gains) on revaluation of investment property	—	150,000
Dividends, interest and rents from investments	(537,985)	(509,779)
Defined benefit pension scheme cost less contributions payable	(25,000)	(32,000)
Defined benefit pension scheme finance cost	10,000	11,000
Decrease (increase) in debtors	(10,525)	2,674
(Decrease) increase in creditors	(178,921)	(55,902)
Net cash used in operating activities	(879,786)	(735,631)

B. Analysis of cash and cash equivalents, and net debt

	2022 £	2021 £
Cash at bank and in hand	907,366	668,775
Cash held by investment managers (note 8)	85,803	287,759
Total cash and cash equivalents	993,169	956,534

The charity holds no loans or other debt instruments and as such a reconciliation of net debt has not been prepared.

Principal accounting policies 31 March 2022

The principal accounting policies adopted, judgements and key sources of estimation uncertainty in the preparation of the financial statements are laid out below.

Basis of preparation: These financial statements have been prepared for the year ended 31 March 2022. The financial statements have been prepared under the historical cost convention with items recognised at cost or transaction value unless otherwise stated in the relevant accounting policies below or the notes to these financial statements. 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 United Kingdom and Republic of Ireland (Charities SORP FRS 102), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Charities Act 2011. The charity constitutes a public benefit entity as defined by FRS 102. The financial statements are presented in sterling and are rounded to the nearest pound.

Critical accounting estimates and areas of judgement: Preparation of the financial statements requires the trustees and management to make significant judgements and estimates. The full impact following the recent emergence of the global coronavirus pandemic is still unknown. It is therefore not currently possible to evaluate all the potential implications for the charity's activities, beneficiaries, funders, suppliers and the wider economy. Estimates used in the accounts, particularly with respect to the valuation of investment properties the value of listed investments (see note 8) are subject to a greater degree of uncertainty and volatility. As set out in these accounting policies under "going concern", the trustees have considered the impact of the pandemic on the charity and have concluded that although there may be some negative consequences, it is appropriate for the charity to continue to prepare its accounts on the going concern basis. The items in the financial statements where these judgements and estimates have been made include: the estimates of the useful economic lives of tangible fixed assets used to determine the annual depreciation charge; judgements made by trustees in estimating the fair values attributed to the charity's investment properties; the present value of the Local Government Pension Scheme defined benefit liability as provided by the actuary; and estimates over future income and expenditure cash flows for the purpose of determining going concern.

Assessment of going concern: The trustees have assessed whether the use of the going concern assumption is appropriate in preparing these financial statements. The trustees have made this assessment in respect to a period of one year from the date of approval of these financial statements. The trustees of the charity have concluded that there are no material uncertainties related to events or conditions that may cast significant doubt on the ability of the charity to continue as a going concern. The trustees are of the opinion that the charity will have sufficient resources to meet its liabilities as they fall due despite the ongoing global uncertainty in relation to COVID-19, there are no concerns regarding the Trust's ability to continue as a going concern. The most significant areas of judgement that affect items in the financial statements are detailed above. With regard to the next accounting period, the year ending 31 March 2022, the most significant areas that affect the carrying value of the assets held by the charity are the level of investment return and the performance of the investment markets.

Income recognition: Income is recognised in the period in which the charity is entitled to receipt and the amount can be measured with reasonable certainty. Income is deferred only when the charity has to fulfil conditions before becoming entitled to it or where the donor or funder has specified that the income is to be expended in a future accounting period.

Expenditure recognition: Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to make a payment to a third party, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. All expenditure is stated inclusive of irrecoverable VAT and accounted for on an accruals basis. The majority of expenditure is directly attributable to specific activities and any apportionment between headings is negligible. The classification between expenditure headings is as follows: a. Expenditure on raising funds include direct costs and overheads associated with generating income for the charity, principally the cost of managing the charity's investments. b. The costs of activities in furtherance of the charity's objects comprise expenditure on the charity's primary charitable purposes as described in the trustees' report. Such costs include those associated with the provision of information, guidance and advice. It also includes the governance costs of the charity which comprise the costs involving the public accountability of the charity (including audit costs) and costs in respect to its compliance with regulation and good practice.

Intangible fixed assets: Amortisation is provided at the following rates in order to write the cost of each asset off over its estimated useful life, amortisation is charged from the date the asset comes in to use:

- Grants management software 33 $\frac{1}{3}$ %

Tangible fixed assets: All fixed assets costing more than £1,000 and with an expected useful life exceeding one year are capitalised. Depreciation is calculated so as to write off the cost of tangible fixed assets, less their estimated residual values, on a straight line basis at the following rates:

- Buildings 2%
- Furniture & equipment 20%
- Office equipment 33 $\frac{1}{3}$ %

Fund accounting: The unrestricted funds, comprise those monies which may be used towards meeting the charitable objectives of the charity at the discretion of the trustees. The restricted funds comprise monies received which may only be applied in line with the conditions imposed by the donor.

Investments: Investments, both listed and investment properties, are valued at market value at the balance sheet date. Realised gains and losses on investments are calculated by comparing the sale proceeds with the market at the end of the previous financial year. Unrealised gains and losses represent the difference between the market value of investments held at the end of the financial year with their value at the beginning of the year or with their cost if purchased subsequently.

Debtors: Debtors are recognised at their settlement amount, less any provision for non-recoverability. Prepayments are valued at the amount prepaid. They have been discounted to the present value of the future cash receipt where such discounting is material.

Cash at bank and in hand: Cash at bank and in hand represents such accounts and instruments that are available on demand or have a maturity of less than three months from the date of acquisition. Deposits for more than three months but less than one year have been disclosed as short term deposits. Cash placed on deposit for more than one year is disclosed as a fixed asset investment.

Creditors and provisions: Creditors and provisions are recognised when there is an obligation at the balance sheet date as a result of a past event, it is probable that a transfer of economic benefit will be required in settlement, and the amount of the settlement can be estimated reliably. Creditors and provisions are recognised at the amount the charity anticipates it will pay to settle the debt. They have been discounted to the present value of the future cash payment where such discounting is material.

Pension schemes:

Defined benefit pension scheme

The Froebel Trust contributes to a defined benefit scheme with the London Pensions Fund Authority (LPFA). The defined benefit pension scheme current service costs and the net finance cost for the year are charged to the Statement of Financial Activities within pension costs. Actuarial gains and losses are recognised immediately within other recognised gains and losses.

The defined benefit scheme assets are measured at fair value at the balance sheet date. Liabilities are measured on an actual basis at the balance sheet date using the projected unit method and discounted at a rate equivalent to the current rate of return on a high quality corporate bond of equivalent term to the scheme liabilities. The resulting defined benefit asset or liability is presented separately after other net assets on the face of the balance sheet.

This scheme is closed to new employees.

Defined contribution pension scheme

New employees are all eligible to join the charity's defined contribution pension scheme.

Contributions in connection with the charity's defined contribution scheme are charged to the statement of financial activities in the period in which they become payable to the scheme.

Notes to the financial statements Year ended 31 March 2022

1. Income from investments and interest receivable

	Unrestricted funds	
	2022 £	2021 £
Rental income from investment properties	121,273	121,273
Interest on cash balances	981	295
Investment income	415,731	388,211
	537,985	509,779

2. Expenditure on charitable activities: information, guidance and advice

	Unrestricted funds	
	2022 £	2021 £
Staff costs (note 4)	216,426	199,437
Property expenses	11,700	13,459
Grants payable (see below)	311,379	310,794
Depreciation & Amortisation (notes 6,7)	25,506	26,204
Pension finance costs (note 12)	10,000	11,000
Governance costs	39,917	15,182
Other expenses	13,784	19,153
Total funds	628,712	595,229

2. Expenditure on charitable activities: information, guidance and advice (continued). The following project commitments and grants were awarded during the year:

	Unrestricted funds	
	2022 £	2021 £
Project work:		
Hub and spoke project	36,152	207,508
Froebel Trainers - FT short training course	17,185	3,173
Informing Programme	43,269	—
Evidencing Programme	19,538	—
Advocating Programme	17,956	—
Connecting Programme	8,418	—
Moderation of Froebel Certificate courses	—	2,000
Conferences and courses	—	817
Pamphlet project	—	11,523
Lecture project	—	1,800
Translation project	—	14,000
FT Archive (Froebel Bibliographic project)	—	685
Impact Strategy	—	2,630
Public Awareness	—	18,350
Other	—	3,032
	142,518	265,518
Grants:		
. Practitioner Support & PLR grants	41,439	—
. Online Short Course (Pilot) South Africa	4,000	—
Research grants		
Cardiff Met University	4,852	—
University of West Indies	5,000	—
Notre Dame Seishin University	5,000	—
Royal College of Music	5,000	—
Shaddai Tembo, Simon Bateson – Independent researchers	5,000	—
University College Cork	4,830	—
University of Colorado Springs	5,000	—
University of Roehampton	5,000	—
York St John University	4,914	—
Other grants payable	—	—
. University of Roehampton bursaries	13,000	—
. Other	1,300	—
Total grants payable to institutions	104,335	—
PhD, MSc and MA bursaries paid to individuals		
. PhDs and MA bursaries	87,311	51,574
Total grants payable to individuals	334,164	51,574
Grants and projects previously committed to but no longer required		
. Grants to individuals	(683)	—
. Strategic partner grants	(11,292)	—
. IFS funding	(9,604)	—
. CPD bursaries	(1,206)	—
. EE project	—	(6,298)
	(22,785)	(6,298)
Expenditure for the period	311,379	310,794

3. Net income (expenditure) for the period

This is stated after charging:

	2022 £	2021 £
Staff costs (note 4)	216,426	199,437
Auditor's remuneration (including VAT)		
. Audit services	9,150	8,970
Depreciation & Amortisation (note 6,7)	25,506	26,204

4. Staff costs and remuneration of key management personnel

	2022 £	2021 £
Staff costs during the year were as follows:		
Wages and salaries	169,015	161,727
Social security costs	16,864	15,813
Pension costs	30,547	21,897
	216,426	199,437

One employee earned £60,000 per annum or more (including taxable benefits but excluding employer pension contributions in the banding £70,001 to £80,000) during the period (2021: one employee in the banding £60,001 to £70,000). The average number of employees during the year on a full time equivalent basis was 4 (2021: 4). The average number of employees analysed by function was:

	Year to 31 March 2022 £	Year to 31 March 2021 £
Information, guidance and advice	5	5
	5	5

The trustees consider that they, together with the Chief Executive comprise the key management personnel of the charity. The total remuneration of the charity's key management personnel (including employer's national insurance and pension contributions) for the year was £87,335 (2020 - £85,178).

No trustee received any remuneration in respect of their services as a trustee during the period (2021 - no remuneration). No amounts were reimbursed to trustees during the period, in connection with travel expenses (2021 - no expenses paid).

5 Taxation:

The Froebel Trust is a registered charity and, therefore is not liable to income tax or corporation tax on income derived from its charitable activities as it falls within the various exemptions available to registered charities.

6. Intangible fixed assets

	Grants management software £
Cost	
At 1 April 2021	62,549
Additions	—
At 31 March 2022	62,549
Amortisation	
At 1 April 2021	38,921
Charge for year	20,848
At 31 March 2022	59,769
Net book values	
At 31 March 2022	2,780
At 31 March 2021	23,628

7. Tangible fixed assets

	Land and buildings £	Fixtures and fittings £	Office equipment £	Total £
Cost				
At 1 April 2021	187,410	72,787	4,821	265,018
Additions	—	—	—	—
At 31 March 2022	187,410	72,787	4,821	265,018
Depreciation				
At 1 April 2021	34,046	72,787	3,911	110,744
Charge for year	3,748	—	910	4,658
At 31 March 2022	37,794	72,787	4,821	115,402
Net book values				
At 1 April 2022	149,616	—	—	149,616
At 31 March 2021	153,365	—	910	154,274

At 31 March 2022, the charity’s freehold property was subject to a legal charge in favour of the London Pensions Fund Authority. Further details are provided in note 12 to the financial statements.

8. Investments

At 31 March 2022 fixed asset investments comprised:

	2022 £	2021 £
Freehold investment properties	3,180,000	3,180,000
Listed investments and cash held for re-investment	18,796,709	17,635,645
	21,976,709	20,815,645

	2022 £	2021 £
Freehold investment properties		
Balance brought forward	3,180,000	3,330,000
Gain on revaluation	—	(150,000)
Market value at 31 March 2022	3,180,000	3,180,000

Full valuations of the investment properties were last carried out on 31 March 2021 for the freehold interest in 32 St Ann's Villas, W11 4RS (valued at £2,495,000), Grove Lodge (valued at £515,000) and the freehold interest of Grove Lodge and Sports Land (valued at £170,000). The valuations were performed by Knight Frank LLP, Chartered Surveyors, based on Market Rent in accordance with guidelines set by the Royal Institution of Chartered Surveyors for accounts purposes in accordance with the RICS Valuation - Global Standards, incorporating the International Valuations Standards and RICS Professional Standards UK. The trustees are of the opinion that this valuation remained appropriate as at 31 March 2022.

At 31 March 2022, part of the charity's freehold investment properties was subject to a legal charge in favour of the London Pension Fund Authority. Further details are provided in note 12 to the financial statements.

	2022 £	2021 £
Listed investments		
Market value at 1 April 2021	17,347,886	15,306,680
Additions at cost	3,515,577	2,529,910
Disposals at book value (proceeds £3,894,013 and realised gains £431,793)	(3,462,220)	(3,084,158)
Unrealised gains on revaluation	1,309,663	2,595,454
Market value at 31 March 2022	18,710,906	17,347,886
Cash held by investment managers	85,803	287,759
Total investments	18,796,709	17,635,645
Cost of listed investments at 31 March 2022	16,123,710	15,892,331

8. Investments (continued)

At 31 March 2022, the Charity's investment portfolio included no holdings which represented a material proportion of the total value of the fixed asset investment portfolio at that date. Material holdings at 31 March 2021 are disclosed below:

	2021 £
Waverton Global Strategic Bond Fund 'A' £	815,745
Waverton Sterling Bond Fund 'A' Inc £	812,600

Listed investments held at 31 March comprised the following:

	2022 £	2021 £
UK fixed interest		292,806
UK equities	9,127,918	4,741,004
Overseas fixed interest	179,634	546,832
Overseas equities	8,783,070	10,834,342
Alternative investments	385,493	322,887
Property funds	234,791	610,015
	18,710,906	17,347,886

	2022 £	2021 £
Unrealised gains included above:		
On listed investments	2,672,999	1,743,314
On investment properties	1,650,000	1,650,000
Total unrealised gains at 31 March	4,322,999	3,393,314

Reconciliation of movements in unrealised gains:

Total unrealised gains at 1 April	3,393,314	490,001
add (less): in respect to disposals in the year	(379,978)	457,859
add: net gains (losses) arising on revaluations in the year		
. On listed investments	1,309,663	2,595,454
. On investment properties	—	(150,000)
Total unrealised gains at 31 March	4,322,999	3,393,314

9. Debtors

	2022 £	2021 £
Trade debtors	39,100	28,613
Prepayments	7,398	7,360
Other debtors	200	200
	46,698	36,173

10. Creditors: amounts falling due within one year

	2022 £	2021 £
Trade creditors	—	2,538
Social security and other taxes	4,653	4,311
Grants payable (note 11)	168,359	468,099
Accruals	37,056	32,715
Deferred income	31,288	31,291
Other creditors	4,956	4,875
	246,312	543,829

11. Creditors: amounts falling due after one year

	2022 £	2021 £
Grants payable		
. Within one year (note 10)	168,359	259,756
Due after one year		
. Between one and two years	43,526	67,820
. Between two and five years	75,070	140,523
	118,596	208,343
Total grants payable	286,954	468,099

12. Pension commitments
London Pensions Fund Authority

The Froebel Trust contributes to the London Pensions Fund Authority (LPFA), part of the Local Government Pension Scheme, a defined benefit statutory scheme. This Scheme is closed to new employees.

The Fund is administered by LPFA in accordance with the Local Government Pension Scheme Regulations 1997 as amended.

The scheme is a multi-employer Defined Benefit Scheme which is contracted out of the State Second Pension. The Scheme is subject to triennial actuarial valuations. The assets of the defined benefit scheme are held separately from those of the Charity, in separate LPFA administered funds. Contributions to the scheme are determined by a qualified actuary on the basis of triennial valuations, using the current unit method with a 20 year control period.

12. Pension commitments (continued)
London Pension Fund Authority (continued)

The following information is based upon the most recent full actuarial valuation of the fund, which was carried out at 31 March 2019, and has been updated to 31 March 2021 by a qualified independent actuary. The major assumptions used by the actuary were:

	2022 £	2021 £
Rate of increase in salaries	4.4	3.9
Rate of increase in pension payments	3.4	2.9
Discount rate	2.6	1.9
Inflation assumptions		
. RPI increase	4.4	4.9
. CPI increase	3.4	3.9

The breakdown of the Scheme assets is as follows:

	2022 £	2021 £
Equities	212,000	212,000
Target return portfolio	102,000	102,000
Infrastructure	29,000	29,000
Property	39,000	39,000
Cash	12,000	12,000
Present value of scheme assets	394,000	394,000

The current mortality assumptions include sufficient allowance for the future improvements in mortality rates. The assumed life expectations on retirement age 65 are:

	2022 £	2021 £
Retiring today / current pensioners		
Males	23.3	23.3
Females	24.4	24.4
Retiring in 20 years / future pensioners		
Males	24.6	24.5
Females	25.9	25.8

The actuaries have advised the trustees that the value of the scheme’s liabilities (and resulting deficit) disclosed above should not be taken as an indication of the results of a valuation which would normally be carried out for funding purposes. The valuation assumptions made for the purposes of FRS 102 (28) are not necessarily appropriate for the purposes of a long term funding valuation.

12. Pension commitments (continued)

London Pension Fund Authority (continued)

The total pension contributions in respect of the defined benefit scheme for the period were £46,000 (2021 - £45,000), of which employer's contributions totalled £44,000 (2021 - £43,000) and employees' contributions totalled £2,000 (2021 - £2,000). The agreed contribution rates for future years are 20.5% for employers and 6.5% for employees. An additional deficit funding agreement of £36,567 per annum came into effect from 1 April 2021.

Analysis of the amount charged to statement of financial activities

	2022 £	2021 £
Past service cost	—	—
Current service cost	(19,000)	(14,000)
Total operating charge	(19,000)	(14,000)

	2022 £	2021 £
Interest on pension liabilities	(19,000)	(20,000)
Interest on assets	9,000	9,000
Net pension finance cost	(10,000)	(11,000)

Amounts recognised as other gains and losses

	2022 £	2021 £
Return on assets less interest	65,000	58,000
Changes in financial and demographic assumptions underlying the scheme liabilities	23,000	(121,000)
Net actuarial gain (loss) recognised	88,000	(63,000)

The actuarial gains and losses for the current period are recognised in the statement of financial activities. The cumulative amount of actuarial gains and losses recognised in the statement of financial activities since the adoption of FRS 17 is a loss of £92,000 (2021 - £180,000).

12. Pension commitments (continued)
London Pension Fund Authority (continued)

Movement in net deficit during the period

	2022 £	2021 £
Deficit at the beginning of the period	(549,000)	(587,000)
Current service cost	(19,000)	(14,000)
Employer contributions	44,000	46,000
Net pension finance cost	(10,000)	(11,000)
Net actuarial gain (loss)	88,000	(63,000)
Deficit at end of the period	(446,000)	(549,000)

The estimated value of the employer contributions for the period ending 31 March 2022 is £44,000 (2021 - £46,000).

The LPFA have a fixed legal charge over the charity’s freehold properties at Clarence Lodge and Grove Lodge on Clarence Lane as a means of security over the charity’s obligations in relation to the above defined benefit pension scheme.

13. Related parties

Professor Jean-Noel Ezingear, a trustee of the Froebel Trust, is the Vice-Chancellor of the University of Roehampton. During the year ended 31 March 2022, the Froebel Trust had various transactions with the University all of which took place on an arm’s length basis. Research and bursary grants were made to the University during the year ended 31 March 2021 totalling £25,368 (2021 - £49,000.)

Dr Peter Elfer is also employed by the University of Roehampton and served as a trustee of the Froebel Trust during the year ended 31 March 2022.

Penelope Chapman, a trustee of the Froebel Trust until 29 January 2021, is also a partner of Bircham Dyson Bell LLP. During the period ended 31 March 2021, the Froebel Trust paid £336 for legal advice to Bircham Dyson Bell LLP. The transactions were carried out at arms length. There were no balances outstanding between the two parties at 31 March 2022.

14. Designated funds

	At 31 March 2021 £	New designations £	Utilised/ Released £	At 31 March 2022 £
Projects fund	1,047	—	(1,047)	-
	1,047	—	(1,047)	-

	At 1 April 2021 £	New designations £	Utilised/ Released £	At 31 March 2022 £
Projects fund	30,399	—	(29,252)	1,047
	30,399	—	(29,252)	1,047

Projects fund

The projects fund relates to grants and projects expenditure earmarked internally by the Trust prior to the end of the financial year. Amounts designated at the end of this period are to be utilised within the next financial year.

15. Liability of directors

The Froebel Trust is a company limited by guarantee and has no share capital. In the event of the company being wound up the liability of the Trustees (who are the members of the company) is limited to £1 each.

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