

Charity registration number 1156798 (England and Wales)

Company registration number 08917017

**BRISTOL EARLY YEARS TEACHING HUB  
ANNUAL REPORT AND UNAUDITED FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 MARCH 2025**

# BRISTOL EARLY YEARS TEACHING HUB

## LEGAL AND ADMINISTRATIVE INFORMATION

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### Trustees

L E Driver  
P S Willmott  
J Hill  
I Clark  
N Theobald  
A Carrington

### Secretary

E G Gossan

### Charity number (England and Wales)

1156798

### Company number

08917017

### Registered office

St Pauls Children's Centre  
Little Bishop Street  
St Pauls  
Bristol  
BS2 9JF

### Independent examiner

Andrew Jones FCCA  
Xeinadin South Wales & West Limited  
Office 1 The Coach House  
24-26 Shirehampton Road  
Shirehampton  
Bristol  
BS11 9TX

### Bankers

Lloyds Bank Plc  
Knowle Road  
284 Wells Road  
Knowle  
Bristol  
BS4 2PY

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# BRISTOL EARLY YEARS TEACHING HUB

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# **BRISTOL EARLY YEARS TEACHING HUB**

## **TRUSTES' REPORT (INCLUDING DIRECTORS' REPORT)**

### **FOR THE YEAR ENDED 31 MARCH 2025**

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The trustees present their annual report and financial statements for the year ended 31 March 2025.

The financial statements have been prepared in accordance with the accounting policies set out in note 1 to the financial statements and comply with the charity's governing document, the Companies Act 2006, FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" and the Charities SORP "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)".

#### **Objectives and activities**

The objects of the charity are:-

- The advancement of education of children, particularly of Early Years age, in particular by providing education and training and developing the skills of practitioners of Early Years education:
- the advancement of education and the training of practitioners of Early Years education: and
- the promotion of social inclusion in particular among children of Early Years age and their families/carers who are socially excluded from society, or a part of society, as a result of their social and economic position, in particular through the education of children of Early Years age and practitioners of Early Years education.

#### *Public benefit*

The trustees have paid due regard to guidance issued by the Charity Commission in deciding what activities the charity should undertake. The Trustees are satisfied that the activities of the Charitable Company satisfy the requirements for them to be considered in the public benefit

#### *Volunteers*

At the end of the financial year (2024-25) BEYTH did not employ any staff, nor did it have any volunteers. A member of St. Paul's Nursery School and Children's Centre remains responsible for the financial records of BEYTH and for recording Trustee's Meeting minutes. The financial support for this administration assistance was received from Bristol City Council.

#### **Achievements and performance**

*Significant activities and achievements against objectives*

# BRISTOL EARLY YEARS TEACHING HUB

## TRUSTES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2025

The Bristol Early Years Teaching Hub has continued to provide continuing professional development and quality improvement for the early years sector in Bristol, through our Local Specialist leaders.

### Bespoke support

- We recruit, induct and deploy Local Specialist leaders (LSLs), across local Bristol Settings. We have 28 LSLs - who are all engaged in either S2S support, training, producing guidance, leadership and representation etc.
- Our LSL's have been responsible for developing "Eight to Relate" to support the emotional well being of children, families and teams in an EYs setting and have rolled this out through local networks and online webinars.
- We worked closely with the DfE Experts' and Mentors Covid Recovery Programme - who have given support to 18 settings during this period in Bristol, and our own designated specialists have supported an additional 12 settings.

### CPD Commissions

We have been commissioned to run early years training for settings/schools and local authorities beyond Bristol too. This has included but not been limited to:-

- Cracking Communications project with the Somerset Research School, for Wiltshire early years leaders and local authority staff.
- A bespoke programme for early years staff at Excalibur Academies Trust.
- Equality, Diversity and Inclusion (EDI) training for Cornwall LA early years team

Since November 2022, the Bristol Early Years Teaching Hub has also functioned as the lead setting for Bristol and Beyond EYs Stronger Practice Hub, receiving a grant from the DfE.

Within this Stronger Practice Hub (SPH) role, BEYTH provides a broad programme of services to support the early Years sector in the 8 Local Authorities in the North of the SW region. These include:

- Information, advice and guidance.
- Networks and communities of Practice.
- Continued Professional Development programmes and opportunities.

The support is both online and face to face.

Despite the impact of Covid 19 on every school and setting, and the national recruitment and retention crisis in Early Years, we have still had relatively good engagement from local nurseries, childminders and schools. Our online offer means that we have met practitioners from all over the country.

Outcomes for Bristol's children in the early years continues to remain solid, however impact of the lockdown can be seen in Childrens resilience, language development and family wellbeing, with the gap widening for our most disadvantaged children.

The support we provide continues to be referred to as inspiring.

### Achievements in Area of Delivery:

#### Information and advice

- We have a phone line and email for advice, and 4 social media channels.
- We sign post to national guidance, best practice and evidenced informed research.
- We have sent out 42 newsletters or network updates to mailing list of over 1500 settings.
- We have written and shared 16 blogs or practice bite resource in this period.

#### Networks

- Our network participation has grown from engaging with 552 to 960 settings
- We support Bristol Childminder, baby, 2s, Managers networks
- We now lead on a regional Childminder network, baby practitioner network, 2s Network, EDI network, CL and L network, SEN Network, Math's Network,

#### CPD

- 5 evidence based national CPD programmes (with 54 setting participating) were completed and evaluated.
- We recruited to the second cohort for Tales Toolkit programme with 12 settings from S Glos.
- We repeated our own programme " Sound Play" delivering to 11 settings from Bristol and S Glos.
- We recruited to and supported Helicopter Stories programme, with 75 settings and 23 childminders, across 5 Local Authorities.
- We have delivered 187 events in this period, to over 4,279 participants.
- Provided bespoke staff meetings or inset days for other schools/settings with EY's focus.

# BRISTOL EARLY YEARS TEACHING HUB

## TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2025

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### **Financial review**

BEYTH covered its costs over the period 1 April 2024 to 31 March 2025. The deficit at the end of the period was £90,080.

The Trustees are confident that there is sufficient working capital to meet BEYTH's obligations, as the projections that the Trustees have prepared indicate that the planned programme should continue to deliver enough income to cover costs. The organisation is still carrying forward £188,149 in reserves, of which £58,188 are restricted to specific programmes of work.

At the year end the charity's unrestricted fund reserves were £129,961 and the restricted fund reserves were £58,188

### *Reserves policy*

In line with Charities Act requirements, the Trustees have reviewed their reserves policy for the Charity, which will aid them in exercising overall control over the financial affairs of the Charity.

It is considered prudent to maintain reserves to safeguard the Charity's operational commitments in the event of serious reductions or delays in income, or in the event of extraordinary costs arising.

Reserve levels will be reviewed frequently by the Trustees as part of the management accounts review process.

### *Major risks*

The major risks, to which the charity is exposed, as identified by the Trustees, have been reviewed and systems are being established to mitigate those risks.

Financial sustainability has been identified as the major risk for the charity, however since November 2022 it has now been in receipt of the DfE Stronger Practice Hub grant. The Charity continues to be commissioned by other partners.

A key element in managing this financial risk to future proof the organisation remains the development of additional, long-term partnerships with funding providers, review of future funding opportunities and regular reports to the Trustees of the charity's financial status.

### **Structure, governance and management**

Bristol Early Years Teaching Hub is a charitable company limited by guarantee, incorporated on 28 February 2014 and registered as a charity on 24 April 2014.

On 16 April 2024 the name was changed, and certified by Companies House, from "Bristol Years Early Years Teaching Consortium" to Bristol Early Years Teaching Hub"

The company was established under a Memorandum of Association which established the objects and powers of the charitable company and is governed under its Articles of Association.

The Articles of Association were updated and agreed by the Trustees and Board at the end of 2023, and logged with the Charity Commission in early 2024.

The trustees, who are also the directors for the purpose of company law, and who served during the year and up to the date of signature of the financial statements were:

L E Driver  
P S Willmott  
J Hill  
I Clark  
N Theobald  
A Carrington

# BRISTOL EARLY YEARS TEACHING HUB

## TRUSTES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2025

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### *Recruitment and appointment of trustees*

Trustees are appointed according to the Articles of Association.

The Trustees have a duty to identify and review the risk to which the charity is exposed and to ensure that appropriate controls are in place to provide reasonable assurance against fraud and error.

The charitable company is administered by its board of Trustees ("the Board"). Members of the Board are nominated representatives of the following bodies and organisations:-

St Paul's Nursery School and Children's Centre.

The charitable company has three independent Trustees, appointed by the nominated Trustees in accordance with its Articles of Association, one of whom takes the role of independent Chair.

The Trustees are continuing to reflect on the context of the organisation, and agreed some revisions to the Articles of Association, within a rapidly changing Early Years national landscape.

However, the main focus of the organisation has not changed.

None of the trustees has any beneficial interest in the company. All of the trustees are members of the company and guarantee to contribute £1 in the event of a winding up.

The trustees' report was approved by the Board of Trustees.



L E Driver  
Trustee

7 August 2025

# BRISTOL EARLY YEARS TEACHING HUB

## BALANCE SHEET

AS AT 31 MARCH 2025

	Notes	2025 £	£	2024 £	£
<b>Current assets</b>					
Debtors	10	44,236		31	
Cash at bank and in hand		228,658		367,818	
		272,894		367,849	
<b>Creditors: amounts falling due within one year</b>	11	(84,745)		(89,620)	
<b>Net current assets</b>		188,149		278,229	
<b>The funds of the charity</b>					
Restricted income funds	12	58,188		271,928	
Unrestricted funds	13	129,961		6,301	
		188,149		278,229	

The notes on pages 9 to 15 form part of these financial statements.

The company is entitled to the exemption from the audit requirement contained in section 477 of the Companies Act 2006, for the year ended 31 March 2025.

The directors acknowledge their responsibilities for complying with the requirements of the Companies Act 2006 with respect to accounting records and the preparation of financial statements.

The members have not required the company to obtain an audit of its financial statements for the year in question in accordance with section 476.

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

The financial statements were approved by the trustees on 7 August 2025



L E Driver  
Trustee

Company registration number 08917017 (England and Wales)



# BRISTOL EARLY YEARS TEACHING HUB

## STATEMENT OF CASH FLOWS

FOR THE YEAR ENDED 31 MARCH 2025

	Notes	2025 £	£	2024 £	£
<b>Cash flows from operating activities</b>					
Cash (absorbed by)/generated from operations	16		(139,160)		102,877
<b>Net cash generated from investing activities</b>			-		-
<b>Net cash generated from financing activities</b>			-		-
<b>Net (decrease)/increase in cash and cash equivalents</b>			(139,160)		102,877
Cash and cash equivalents at beginning of year			367,818		264,941
<b>Cash and cash equivalents at end of year</b>			228,658		367,818

The notes on pages 9 to 15 form part of these financial statements.

# BRISTOL EARLY YEARS TEACHING HUB

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2025

### 1 Accounting policies

(Continued)

#### 1.8 Employee benefits

The cost of any unused holiday entitlement is recognised in the period in which the employee's services are received.

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

### 2 Critical accounting estimates and judgements

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

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

### 3 Income from donations and legacies

	Unrestricted funds 2025 £	Restricted funds 2025 £	Total 2025 £	Unrestricted funds 2024 £	Restricted funds 2024 £	Total 2024 £
Grants	14,081	506,291	520,372	3,349	703,956	707,305

### 4 Expenditure on charitable activities

	Costs incurred 2025 £	Costs incurred 2024 £
<b>Direct costs</b>		
Other direct costs of generating voluntary income	603,180	641,903
<b>Share of support and governance costs (see note 5)</b>		
Governance	7,272	9,151
	610,452	651,054
<b>Analysis by fund</b>		
Unrestricted funds	7,585	-
Restricted funds	602,867	651,054
	610,452	651,054

# BRISTOL EARLY YEARS TEACHING HUB

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2025

### 5 Support costs allocated to activities

	2025 £	2024 £
<i>Basis of allocation</i>		
Governance costs	7,272	9,151
<b>Analysed between:</b>		
Costs incurred	7,272	9,151
<b>Governance costs comprise:</b>	2025 £	2024 £
Audit fees	3,000	2,953
Legal and professional	2,300	1,942
Insurance	818	566
Financial administration	383	437
Computer software & maintenance	678	3,167
Bank charges	93	86
	7,272	9,151

### 6 Net movement in funds

	2025 £	2024 £
The net movement in funds is stated after charging/(crediting):		
Fees payable for the independent examination of the charity's financial statements	3,000	2,953

### 7 Trustees

None of the trustees (or any persons connected with them) received any remuneration or benefits from the charity during the year.

### 8 Employees

The average monthly number of employees during the year was nil. BEYTH did not employ any staff, nor did it have any volunteers. The number of Trustees/ Directors during the year was:

	2025 Number	2024 Number
Trustees/Directors	6	6

There were no employees whose annual remuneration was more than £60,000.

### 9 Taxation

The charity is exempt from taxation on its activities because all its income is applied for charitable purposes.

# BRISTOL EARLY YEARS TEACHING HUB

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

### FOR THE YEAR ENDED 31 MARCH 2025

#### 10 Debtors

	2025 £	2024 £
<b>Amounts falling due within one year:</b>		
Trade debtors	44,236	31

#### 11 Creditors: amounts falling due within one year

	2025 £	2024 £
Trade creditors	71,289	76,164
Other creditors	4,500	4,500
Accruals and deferred income	8,956	8,956
	<u>84,745</u>	<u>89,620</u>

#### 12 Restricted funds

The restricted funds of the charity comprise the unexpended balances of donations and grants held on trust subject to specific conditions by donors as to how they may be used.

	At 1 April 2024 £	Incoming resources £	Resources expended £	Transfers £	At 31 March 2025 £
SPH	121,652	282,452	(402,923)	1,200	2,381
School to School	139,601	155,625	(133,942)	(117,164)	44,120
Experts & Mentors	675	10,400	(8,825)	-	2,250
EEF	10,000	5,000	(15,000)	-	-
BCC NLE	-	11,680	(11,680)	-	-
Childcare Expansion Taking on Twos	-	6,930	(5,948)	-	982
Childcare Expansion Nursery classes	-	7,080	-	-	7,080
Headteacher Support	-	3,000	(1,625)	-	1,375
SPH Childminder programme	-	24,124	(22,924)	(1,200)	-
	<u>271,928</u>	<u>506,291</u>	<u>(602,867)</u>	<u>(117,164)</u>	<u>58,188</u>

# BRISTOL EARLY YEARS TEACHING HUB

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2025

### 12 Restricted funds

(Continued)

Previous year:	At 1 April 2023 £	Incoming resources £	Resources expended £	Transfers £	At 31 March 2024 £
Bristol Early Years Research	-	-	1	-	1
Website & QA	34,148	-	(3,782)	(30,366)	-
LSL	117,966	115,000	(102,670)	(130,296)	-
Working Qualification	7,000	-	-	(7,000)	-
SPH	45,026	541,877	(465,252)	-	121,651
School to School	-	-	(46,547)	186,148	139,601
Cabot Learning Federation	(1)	-	-	1	-
Experts & Mentors	(3,600)	29,075	(24,800)	-	675
EEF	-	18,004	(8,004)	-	10,000
Bristol Standard Digitalisation	18,487	-	-	(18,487)	-
	<u>219,026</u>	<u>703,956</u>	<u>(651,054)</u>	<u>-</u>	<u>271,928</u>

### 13 Unrestricted funds

The unrestricted funds of the charity comprise the unexpended balances of donations and grants which are not subject to specific conditions by donors and grantors as to how they may be used. These include designated funds which have been set aside out of unrestricted funds by the trustees for specific purposes.

	At 1 April 2024 £	Incoming resources £	Resources expended £	Transfers £	At 31 March 2025 £
Unrestricted funds	6,301	14,081	(7,585)	-	12,797
BEYTH running costs	-	-	-	117,164	117,164
	<u>6,301</u>	<u>14,081</u>	<u>(7,585)</u>	<u>117,164</u>	<u>129,961</u>

Previous year:	At 1 April 2023 £	Incoming resources £	Resources expended £	Transfers £	At 31 March 2024 £
Unrestricted funds	2,952	3,349	-	-	6,301

# BRISTOL EARLY YEARS TEACHING HUB

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2025

### 14 Analysis of net assets between funds

	Unrestricted funds 2025 £	Restricted funds 2025 £	Total 2025 £
<b>At 31 March 2025:</b>			
Current assets/(liabilities)	129,961	58,188	188,149
	<u>129,961</u>	<u>58,188</u>	<u>188,149</u>
	Unrestricted funds 2024 £	Restricted funds 2024 £	Total 2024 £
<b>At 31 March 2024:</b>			
Current assets/(liabilities)	6,301	271,928	278,229
	<u>6,301</u>	<u>271,928</u>	<u>278,229</u>

### 15 Related party transactions

There were no disclosable related party transactions during the year (2024 - none).

16	Cash (absorbed by)/generated from operations	2025 £	2024 £
	(Deficit)/surplus for the year	(90,080)	56,251
	<b>Movements in working capital:</b>		
	(Increase)/decrease in debtors	(44,205)	65,763
	(Decrease) in creditors	(4,875)	(19,137)
	<b>Cash (absorbed by)/generated from operations</b>	<u>(139,160)</u>	<u>102,877</u>

### 17 Analysis of changes in net funds

The charity had no material debt during the year.