

Registered number: 09031159
Charity number: 1157145

THE NORWEGIAN KINDERGARTEN IN LONDON
(A company limited by guarantee)

UNAUDITED

GOVERNORS' REPORT AND FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2023

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CONTENTS

	Page
Reference and administrative details of the company, its Governors and advisers	1
Governors' report	2 - 5
Independent examiner's report	6
Statement of financial activities	7
Balance sheet	8
Statement of cash flows	9
Notes to the financial statements	10 - 18

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REFERENCE AND ADMINISTRATIVE DETAILS OF THE COMPANY, ITS GOVERNORS AND ADVISERS
FOR THE YEAR ENDED 31 DECEMBER 2023

Governors

E Austvoll, Chair
E Jones
T Bakken
F Ellekjaer

Company registered number

09031159

Charity registered number

1157145

Registered office

28 Arterberry Road
Wimbledon
London
SW20 8AH

Chief executive officer

A K Johansen

Accountants

James Cowper Kreston
Chartered Accountants
George Street
Reading
Berkshire
RG1 8LS

THE NORWEGIAN KINDERGARTEN IN LONDON
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GOVERNORS' REPORT
FOR THE YEAR ENDED 31 DECEMBER 2023

The Governors (who are also directors of the charity for the purposes of the Companies Act) present their annual report together with the financial statements of The Norwegian Kindergarten in London ('the Kindergarten' or 'NK') for the year ended 31 December 2023. The Governors confirm that the annual report and financial statements of the company comply with the Charities Act 2011, the Companies Act 2006, the requirements of the governing documents and Accounting and Reporting by Charities: Statement of Recommended Practice (SORP) applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2015).

CONSTITUTION AND OBJECTS

The Norwegian Kindergarten in London was established on 8 May 2014 as a private company limited by guarantee (Company Number: 9031159) and registered as a charity (Registered Number: 1157145). It is governed by its Memorandum and Articles of Association. The Kindergarten opened on 1 August 2014.

The principal object of the charity is to promote the education of Norwegian/Scandinavian children aged between 2-5 years in the United Kingdom.

STRUCTURE, GOVERNANCE AND MANAGEMENT

The Norwegian Kindergarten in London is an English Independent School for children aged 2-5.

Since September 2015 the board has 4 Governors who are also Directors of The Norwegian Kindergarten in London. The Board had five meetings this year. The Kindergarten is financed solely from fees. Policy is determined by the Governors and is carried out by the Head Teacher. The Deputy Head Teacher assists the Head Teacher in the day to day management of the Kindergarten's academic and non academic matters.

BOARD OF GOVERNORS

None of the Governors received any remuneration or reimbursement during the year.

The Governors are charity trustees, as well as directors and members of the company. Nominations are made following discussions between existing Governors and the Head Teacher and take into account the individual's connections with the Kindergarten, competence, specialist skills and local availability. The Governing Board requires breadth and depth of experience to carry out its duties effectively and efficiently.

REVIEW OF ACTIVITIES

The Norwegian authorities ruled that the Kindergarten could no longer be part of The Norwegian School in London Limited and so on 1 August 2014 The Norwegian Kindergarten in London was set up as a separate legal entity. Existing pupils and staff were transferred to the new entity from 1 August 2014.

The Norwegian Kindergarten in London provides Nursery School Education for Norwegian/Scandinavian speaking children aged 2 to 5 at its premises in Wimbledon, following the Norwegian curriculum.

The Kindergarten aims to be "The natural choice for Norwegian/Scandinavian families in London". For the Kindergarten year starting August 2022, the Kindergarten had 4 full or part time employees and for the Kindergarten year starting August 2023 the Kindergarten had 4 full or part time employees.

In January 2023 16 children attended the Kindergarten and in August 2023 16 children attended the Kindergarten.

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GOVERNORS' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 DECEMBER 2023

The Kindergarten provides 34 hours per week including break time and lunch. Opening core hours are: Mondays Thursdays from 8:30 until 15:30 and Fridays 8:30 until 14:30. The kindergarten also offer early drop off from 8am and late pick to 4pm (except Fridays) to an additional cost. The Kindergarten has the same holidays as The Norwegian School. At the start of each academic year the Head Teacher sends information about the plans for the Kindergarten's main activities to the parents, and this is followed up by weekly newsletters. The parents also receive information during the year about changes in the curriculum and other policy related matters. The teachers follow agreements set out in the Employee Handbook. The kindergarten staff have regular planning and strategy meetings. Usually there are also five Inset Days per year, during which staff training takes place.

RISK ASSESSMENT

The Norwegian Kindergarten in London regularly assesses and reviews risks to its operations and has introduced a formal programme of risk identification, prioritisation and mitigation. The physical representation to the Governors is in the form of a risk register which is updated regularly.

The major risk highlighted on the risk register is a drop in pupil numbers this is particularly relevant due to the impact of Brexit. The governors are constantly reviewing the situation and costs will be cut where ever possible.

The governors and leaders of the Kindergarten have put in place procedures to try to reduce this risk:

- Improvements to marketing; The Kindergarten built a new webpage and has a new logo.
- Lower the minimum pupil age to 2 years.
- Promote a hybrid group for local children with an outdoor approach, following the Norwegian framework.

PLANS FOR THE FUTURE

The future priorities are set out as follows:

1) Teaching;

NK aims to ensure a high quality teaching by employing excellent teachers and assistants and raising the level of their competency.

2) Personal Development and Social Skills;

NK aims to ensure a safe and supportive learning environment caring for all children, including children with individual abilities and needs.

NK will ensure that staff have the appropriate qualifications and training to cater for the academic and social welfare and development of all children, whether they are resident in London for a shorter or longer period.

3) Organisation;

NK shall be managed so that staff, facilities and resources are used optimally and in accordance with applicable laws and regulations. Health and Safety standards shall be observed at all times.

NK will emphasise the development and implementation of Health and Safety policies and procedures.

NK will improve branding and marketing to ensure future recruitment of pupils.

NK will adjust the number of classes accordingly to the number of pupils.

THE NORWEGIAN KINDERGARTEN IN LONDON
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GOVERNORS' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 DECEMBER 2023

GOING CONCERN

We conclude that should our enrolment level continue as expected, we should have enough resources to continue in operational existence. For this reason, they continue to adopt the going concern basis in preparing the financial statements.

ACHIEVEMENTS AND PERFORMANCE

The Kindergarten has not had any new Ofsted inspections since 2022 and remains identified as a good school.

The results from using observations are used in further planning and setting goals for the pupils. We facilitate learning through play and social interaction.

During the year the staff completed courses to keep within the Ofsted requirements. In the spring of 2023 a member of staff completed SENCo training to become the Special Educational Needs Coordinator of the Kindergarten. This staff member has also attended the SENCo meetings arranged by the council. In the autumn of 2023 all staff attended mandatory Paediatric First Aid courses. We had two new members of staff completed the course for the first time and two members of staff that completed this as a refresher course, due to it being 3 years since their last course.

Two members of staff have attended Designated Safeguarding Lead 1 courses.

One member of staff has attended Ordinarily Available courses.

The kindergarten appreciates its responsibility to minimise its impact on the environment and implements schemes such as walking to school, to reduce the Kindergartens negative footprint on the environment. We also have good routines implemented in the classrooms with both staff and the children to recycle the excess materials we use.

PUBLIC BENEFIT

The Governors have given careful consideration to the Charity Commission's general guidance on public benefit and in particular to its supplementary public benefit guidance on advancing education and on fee charging. The provision of public benefit mainly caters for Norwegian/Scandinavian citizens in the local area. As a main rule all children take part in school trips, excursions, visits to theatres at no extra charge. Milk is provided free of charge for lunch.

The Norwegian Kindergarten welcomes pupils from all backgrounds and nationalities.

Additional public benefits include:

- Providing facilities for families for birthday parties and other occasions and celebrations.
- Providing access for children and families to the School grounds- playground and tennis court outside school hours at no charge.
- The Kindergarten participate in fundraising for Comic Relief, Children in Need and Christmas Jumper day (Save the Children Fund) and other charity events.
- The Kindergarten visits neighbouring institution for senior citizens.

REMUNERATION OF KEY PERSONNEL

The Governors are responsible for setting the pay and remuneration of key management personnel. Remuneration is set once certain factors are considered. These factors include market rates of pay and benchmarks against salaries in Norway.

FINANCIAL REVIEW

Finances have been closely monitored this year which has led to a surplus in funds of £21,456 (2022: £31,946 deficit) which will be added to the reserves. The amount of reserves at the end of 2023 was £41,515 (2022: £20,059).

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GOVERNORS' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 DECEMBER 2023

RESERVES POLICY

The Governors understand the need for cash reserves so the Kindergarten can continue to operate for the foreseeable future.

Approved by order of the members of the board of Governors and signed on their behalf by:



Erling Austvoll 01 Jun 2024 12:01:35 BST (UTC +1)

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E Austvoll

Chair of Trustees

Date: 01 June 2024